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# PROCEEDINGS

TWENTY-FIFTH ANNUAL

CONVENTION

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NATIONAL BROTHERHOOD

OF

OPERATIVE POTTERS

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OCT 8 1924

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HELD AT ATLANTIC CITY, N. J.

JULY 2ND. TO JULY 12TH, 1915

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# PROCEEDINGS

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# TWENTY-FFITH ANNUAL CONVENTION

OF THE

National Brotherhood of Operative Potters

## REPORT OF PROCEEDINGS

### MORNING SESSION

I. O. O. F. Hall, Atlantic City, N. J., July 2, 1915.

The Twenty-Fifth Annual Convention of the National Brotherhood of Operative Potters was called to order at 10:15 A. M., by President Menge.

The first order of business was the reading of the report of the committee on credentials which had been previously appointed.

The report reads as follows:

We, your credential committee, have examined the credentials and find the following officers and delegates entitled to seats in this convention:

President—Edward Menge.

First Vice President—F. H. Hutchins.

Second Vice President—S. B. Burgess.

Third Vice President—John Randolph.

Fourth Vice President—S. M. Moore.

Fifth Vice President—George M. Martin.

Sixth Vice President—Thos. M. Woods.

Seventh Vice President—John Shingler.

Secretary-Treasurer—John T. Wood.

Herald Manager—Will T. Blake.

Local Union No. 4—Homer Owen, M. J. O'Shea, Ed. Miller.

Local Union No. 5—Frank Brizius, Pete Elliott.

Local Union No. 7—James Hill, A. L. Diebert.

Local Union No. 9—William H. Cox, John Potts, Granville Alvis, M. F. Cochran, Wm. P. Green, A. V. Gilbert.

Local Union No. 10—Thomas Bayley, John P. Duffy, James Gibson.

Local Union No. 11—William Schriener.

Local Union No. 12—Frank W. Gratton, Charles Higgins, Lawrence Rigby, Charles Gallagher.

Local Union No. 16—Thomas Yates, Hubert Hunt.

Local Union No. 17—E. L. Veith, A. C. Townley, G. W. Newbraugh, Leroy Fowler.

Local Union No. 18—William H. Green, Wm. Pittenger.

Local Union No. 20—George Anderson, Harry McCullough.

Local Union No. 22—Harry Stoddard.

Local Union No. 24—Albert Beech, Howard Mackey.

Local Union No. 25—Wm. Denning.

Local Union No. 26—Vic. Simmons, Fritz Gollner.

Local Union No. 28—W. R. Westwood.

Local Union No. 29—Thomas Farrall.

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S. O. 24 di. g.

Local Union No. 30—Russell Slocum.

Local Union No. 31—Fred Booth, Bert Whitacre, Robert Daley.

Local Union No. 33—Fred W. Thompson.

Local Union No. 35—Lewis Driber, James Clark, Joshua Delaney, Joseph Austin.

Local Union No. 36—James Cunningham.

Local Union No. 37—William Young.

Local Union No. 40—Robert W. Rowland, Alvin Remsen.

Local Union No. 41—Thomas Carmody.

Local Union No. 44—Charles A. Dorff, Harry B. Crewson, Stephen Leighton.

Local Union No. 45—James Bailey, Fred Bentley, George Cartledge, Thomas Dennis, Harry Hassall, Anthony Spair, Robert Wellslager, Hugh Buchannan, James Lindley, James Longmuir, Aaron T. C. Potts.

Local Union No. 46—John E. Kline.

Local Union No. 49—William H. Lockett.

Local Union No. 50—George Mackert.

Local Union No. 51—Charles A. Edie, John Horan.

Local Union No. 52—William Adams.

Local Union No. 53—Elizabeth Emminger.

Local Union No. 54—Richard Owrey.

Local Union No. 56—Lawrence Collins.

Local Union No. 57—Joseph Morgan.

Local Union No. 59—Daniel McPhail, Robert Walker, John Beuhler.

Local Union No. 63—Wm. Briggs, Wm. Pointon.

Local Union No. 66—R. H. Smith.

Local Union No. 70—Glen Haines.

Local Union No. 71—F. M. Howell.

Local Union No. 72—Lon L. Fash, J. Vern Johnston.

Local Union No. 73—George Sassaman.

Local Union No. 74—Joseph S. Kerr.

Local Union No. 75—George Young.

Local Union No. 76—Robert Gaston.

Local Union No. 77—A. W. Pieper, John O'Malley, Martin Welsh.

Local Union No. 78—George Smith, William Shenton.

Local Union No. 79—Thomas Gilligan.

Local Union No. 80—Harry Lowe.

Local Union No. 81—Wm. G. Astbury.

Local Union No. 86—Harry Prescott.

Local Union No. 88—J. D. Spencer.

Local Union No. 91—Harry Walker.

Local Union 94—Mary Hanley, Bonna Schilling, Louise Mitchell, Ellen Mullen, Dorothy Peterson.

Local Union No. 95—Frank Hull.

Local Union No. 96—Harold Holden.

Sanitary Standing Committee—R. A. McDevitt.

Eastern General Ware Standing Committee—E. J. Whitehead.

Western General Ware Standing Committee—Fred Schodde.

Eastern Inspector—William Mushet.

Signed,

HOMER OWEN,

A. V. GILBERT,

Committee on Credentials

Motion by James Lindley that the report of the committee be accepted and the delegates seated.

Motion carried.

Appointments were then made as follows:

Assistant Secretary—A. T. C. Potts, Local Union No. 45.

Inspectors—A. C. Townley, Local Union No. 17, and Fred Thompson, Local Union No. 33.

Guards—William P. Green, Local Union No. 9, morning sessions, and Jos. S. Kerr, Local Union No. 74, afternoon sessions.

Committees were then announced as follows:

Committee on Rules—	L. U. No.
John Randolph .....	35
Ed. Miller .....	4
Pete Elliott .....	5
William Schreiner .....	11
Leroy Fowler .....	17
Harry Hassall .....	45
Elizabeth Emminger .....	53
Thomas Gilligan .....	79
Emma Reed .....	94

Committee on Resolutions—	
Will T. Blake .....	10
Frank Brizius .....	5
Lawrence Rigby .....	12
Albert Beech .....	24
James Longmuir .....	45
Joseph Morgan .....	57
Bert Whitacre .....	31
Dorothy Peterson .....	94

Committee on Appeals and Grievances—	
John Shingler .....	4
John Randolph .....	35
Thomas Gilligan .....	79
Harry Hassall .....	45
Jos. S. Kerr .....	74
F. M. Howell .....	71
Martin Welsh .....	77

Committee on Law—	
S. M. Moore .....	45
James Hill .....	7
John Potts .....	9
J. P. Duffy .....	10
G. W. Newbraugh .....	17
George Anderson .....	20
W. R. Westwood .....	28
Al. Remsen .....	40
Charles Dorff .....	44
Robert Walker .....	59
Anthony Spair .....	45
George Smith .....	78
Harry Lowe .....	80
John Horan .....	51

## Committee on State of Order—

S. B. Burgess .....	10
W. H. Cox .....	9
Hubert Hunt .....	16
Howard Mackey .....	24
Russell Slocum .....	30
Joshua Delaney .....	35
James Cunningham .....	36
Hugh Buchanan .....	45
Richard Owrey* .....	54
Ellen Mullen .....	94
Fred Booth .....	31

## Committee on Health—

William Mushet .....	56
George Cartlidge .....	45
Granville Alvis .....	9
Charles Gallagher .....	12
A. C. Townley .....	17
William Green .....	18
Joseph Austin .....	35
Stephen Leighton .....	44
Thomas Dennis .....	45
Charles A. Edie .....	51
Glen Haines .....	70
Ed. Miller .....	4

## Committee on Finance—

A. V. Gilbert .....	9
Homer Owen .....	4
Fred Bently .....	45
John Beuhler .....	59
Lon L. Fash .....	72
George Young .....	75
A. W. Pieper .....	77
William G. Astbury .....	81
Mona Shilling .....	94
A. T. C. Potts .....	45

## Committee on Officers' Reports—

James Lindley .....	45
William P. Green .....	9
James Gibson .....	10
William Adams .....	52
Harry McCullough .....	20
Vic. Simmons .....	26
Fred Thompson .....	33
Thomas Carmody .....	41
Harry B. Crewson .....	44
James Bailey .....	45
Harrold Holden .....	96

## Committee on General Ware Price List—

Thomas M. Woods .....	44
M. J. O'Shea .....	4
M. J. Cochran .....	9



Thos. A. Bayley .....	10
Frank Gratton .....	12
E. L. Veith .....	17
Thomas Yates .....	16
William Pittinger .....	18
Harry Stoddard .....	22
William Denning .....	25
Thomas Farrall .....	29
Robert Daley .....	31
Louis Driber .....	35
William Young .....	37
R. H. Smith .....	66
Harry Prescott .....	86
J. D. Spencer .....	88
Harry Walker .....	91
Mary Hanley .....	94
Frank Hull .....	95
E. J. Whitehead .....	36
Fred Schodde .....	12
Daniel McPhail .....	59
Robert Rowland .....	40
Robert Gaston .....	76

## Committee on Sanitary Price List—

George M. Martin .....	45
Fritz Gollner .....	26
A. L. Diebert .....	7
James Clark .....	35
R. A. McDevitt .....	45
Robert Wellslager .....	45
John E. Kline .....	46
George Mackert .....	50
Lawrence Collins .....	56
John O'Malley .....	77
William Shenton .....	78
J. Vern Johnston .....	72
George Sassman .....	73
William Briggs .....	63

## Press Committee—

Frank H. Hutchins .....	45
Will T. Blake .....	10

The resolutions in the printed program were referred to the different committees, without reading, as follows:

Resolution No. 1, by Local Union No. 4, was referred to the Committee on General Ware Price List.

Resolution No. 2, by Local Union No. 4, was referred to the Committee on General Ware Price List.

Resolution No. 3, by Local Union No. 4, was referred to the Committee on General Ware Price List.

Resolution No. 4, by Local Union No. 4, was referred to the Committee on General Ware Price List.

Resolution No. 5, by Local Union No. 4, was referred to the Committee on Finance.

Resolution No. 6, by Local Union No. 10, was referred to the Committee on General Ware Price List.

Resolution No. 7, by Local Union No. 10, was referred to the Committee on Law.

Resolution No. 8, by Local Union No. 10, was referred to the Committee on Law.

Resolution No. 9, by Local Union No. 10, was referred to the Committee on General Ware Price List.

Resolution No. 10, by Local Union No. 10, was referred to the Committee on General Ware Price List.

Resolution No. 11, by Local Union No. 10, was referred to the Committee on General Ware Price List.

Resolution No. 12, by Local Union No. 12, was referred to the Committee on General Ware Price List.

Resolution No. 13, by Local Union No. 12, was referred to the Committee on General Ware Price List.

Resolution No. 14, by Local Union No. 12, was referred to the Committee on General Ware Price List.

Resolution No. 15, by Local Union No. 12, was referred to the Committee on Finance.

Resolution No. 16, by Local Union No. 12, was referred to the Committee on Law.

Resolution No. 17, by Local Union No. 12, was referred to the Committee on Finance.

Resolution No. 18, by Local Union No. 12, was referred to the Committee on Resolutions.

Resolution No. 19, by Local Union No. 12, was referred to the Committee on Law.

Resolution No. 20, by Local Union No. 12, was referred to the Committee on Law.

Resolution No. 21, by Local Union No. 12, was referred to the Committee on General Ware Price List.

Resolution No. 22, by Local Union No. 12, was referred to the Committee on Law.

Resolution No. 23, by Local Union No. 12, was referred to the Committee on Law.

Resolution No. 24, by Local Union No. 12, was referred to the Committee on Law.

Resolution No. 25, by Local Union No. 12, was referred to the Committee on General Ware Price List.

Resolution No. 26, by Local Union No. 12, was referred to the Committee on General Ware Price List.

Resolution No. 27, by Local Union No. 12, was referred to the Committee on General Ware Price List.

Resolution No. 28, by Local Union No. 12, was referred to the Committee on Law.

Resolution No. 29, by Local Union No. 12, was referred to the Committee on Finance.

Resolution No. 30, by Local Union No. 16, was referred to the Committee on Law.

Resolution No. 31, by Local Union No. 17, was referred to the Committee on General Ware Price List.

Resolution No. 32, by Local Union No. 17, was referred to the Committee on General Ware Price List.

Resolution No. 33, by Local Union No. 17, was referred to the Committee on General Ware Price List.

Resolution No. 34, by Local Union No. 17, was referred to the Committee on General Ware Price List.

Resolution No. 35, by Local Union No. 18, was referred to the Committee on General Ware Price List.

Resolution No. 36, by Local Union No. 18, was referred to the Committee on General Ware Price List.

Resolution No. 37, by Local Union No. 22, was referred to the Committee on General Price List.

Resolution No. 38, by Local Union No. 24, was referred to the Committee on Law.

Resolution No. 39, by Local Union No. 24, was referred to the Committee on Law.

Resolution No. 40, by Local Union No. 24, was referred to the Committee on General Ware Price List.

Resolution No. 41, by Local Union No. 24, was referred to the Committee on General Ware Price List.

Resolution No. 42, by Local Union No. 25, was referred to the Committee on General Ware Price List.

Resolution No. 43, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 44, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 45, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 46, by Local Union No. 29, was referred to the Committee on General Ware Price List.

Resolution No. 47, by Local Union No. 31, was referred to the Committee on State of Order.

Resolution No. 48, by Local Union No. 31, was referred to the Committee on General Ware Price List.

Resolution No. 49, by Local Union No. 31, was referred to the Committee on General Ware Price List.

Resolution No. 50, by Local Union No. 31, was referred to the Committee on General Ware Price List.

Resolution No. 51, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 52, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 53, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 54, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 55, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 56, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 57, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 58, by Local Union No. 35, was referred to the Committee on Law.

Resolution No. 59, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 60, by Local Union No. 35, was referred to the Committee on Health.

Resolution No. 61, by Local Union No. 35, was referred to the Committee on Health.

Resolution No. 62, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 63, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 64, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 65, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 66, by Local Union No. 36, was referred to the Committee on Resolutions.

Resolution No. 67, by Local Union No. 36, was referred to the Committee on Health.

Resolution No. 68, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 69, by Local Union No. 37, was referred to the Committee on General Ware Price List.

Resolution No. 70, by Local Union No. 37, was referred to the Committee on General Ware Price List.

Resolution No. 71, by Local Union No. 37, was referred to the Committee on General Ware Price List.

Resolution No. 72, by Local Union No. 37, was referred to the Committee on General Ware Price List.

Resolution No. 73, by Local Union No. 40, was referred to the Committee on General Ware Price List.

Resolution No. 74, by Local Union No. 40, was referred to the Committee on General Ware Price List.

Resolution No. 75, by Local Union No. 40, was referred to the Committee on General Ware Price List.

Resolution No. 76, by Local Union No. 40, was referred to the Committee on General Ware Price List.

Resolution No. 77, by Local Union No. 40, was referred to the Committee on General Ware Price List.

Resolution No. 78, by Local Union No. 44, was referred to the Committee on General Ware Price List.

Resolution No. 79, by Local Union No. 44, was referred to the Committee on General Ware Price List.

Resolution No. 80, by Local Union No. 44, was referred to the Committee on General Ware Price List.

Resolution No. 81, by Local Union No. 44, was referred to the Committee on General Ware Price List.

Resolution No. 82, by Local Union No. 44, was referred to the Committee on General Ware Price List.

Resolution No. 83, by Local Union No. 44, was referred to the Committee on State of Order.



Resolution No. 84, by Local Union No. 44, was referred to the Committee on State of Order.

Resolution No. 85, by Local Union No. 44, was referred to the Committee on State of Order.

Resolution No. 86, by Local Union No. 44, was referred to the Committee on General Ware Price List.

Resolution No. 87, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 88, by Local Union No. 45, was referred to the Committee on Finance.

Resolution No. 89, by Local Union No. 45, was referred to the Committee on Law.

Resolution No. 90, by Local Union No. 45, was referred to the Committee on Finance.

Resolution No. 91, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 92, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 93, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 94, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 95, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 96, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 97, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 98, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 99, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 100, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 101, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 102, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 103, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 104, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 105, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 106, by Local Union No. 53, was referred to the Committee on State of Order.

Resolution No. 107, by Local Union No. 53, was referred to the Committee on State of Order.

Resolution No. 108, by Local Union No. 53, was referred to the Committee on State of Order.

Resolution No. 109, by Local Union No. 53, was referred to the Committee on Health.



Resolution No. 110, by Local Union No. 53, was referred to the Committee on Health.

Resolution No. 111, by Local Union No. 53, was referred to the Committee on Health.

Resolution No. 112, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 113, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 114, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 115, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 116, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 117, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 119, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 118, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 120, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 121, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 122, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 123, by Local Union No. 59, was referred to the Committee on Law.

Resolution No. 124, by Local Union No. 59, was referred to the Committee on Law.

Resolution No. 125, by Local Union No. 59, was referred to the Committee on Law.

Resolution No. 126, by Local Union No. 59, was referred to the Committee on Law.

Resolution No. 127, by Local Union No. 72, was referred to the Committee on Sanitary Price List.

Resolution No. 128, by Local Union No. 72, was referred to the Committee on Law.

Resolution No. 129, by Local Union No. 72, was referred to the Committee on Sanitary Price List.

Resolution No. 130, by Local Union No. 75, was referred to the Committee on General Ware Price List.

Resolution No. 131, by Local Union No. 76, was referred to the Committee on General Ware Price List.

Resolution No. 132, by Local Union No. 79, was referred to the Committee on Law.

Resolution No. 133, by Local Union No. 79, was referred to the Committee on Law.

Resolution No. 134, by Local Union No. 79, was referred to the Committee on Finance.

Resolution No. 135, by Local Union No. 80, was referred to the Committee on General Ware Price List.

Resolution No. 136, by Local Union No. 80, was referred to the Committee on Health.

Resolution No. 137, by Local Union No. 80, was referred to the Committee on Health.

Resolution No. 138, by Local Union No. 80, was referred to the Committee on State of Order.

Resolution No. 139, by Local Union No. 80, was referred to the Committee on State of Order.

Resolution No. 140, by Local Union No. 80, was referred to the Committee on State of Order.

Resolution No. 141, by Local Union No. 80, was referred to the Committee on General Ware Price List.

Resolution No. 142, by Local Union No. 80, was referred to the Committee on General Ware Price List.

Resolution No. 143, by Local Union No. 80, was referred to the Committee on General Ware Price List.

Resolution No. 144, by Local Union No. 80, was referred to the Committee on General Ware Price List.

Resolution No. 145, by Local Union No. 82, was referred to the Committee on Health.

Resolution No. 146, by Local Union No. 82, was referred to the Committee on Finance.

Resolution No. 147, by Local Union No. 82, was referred to the Committee on Law.

Resolution No. 148, by Local Union No. 86, was referred to the Committee on General Ware Price List.

Resolution No. 149, by Local Union No. 86, was referred to the Committee on General Ware Price List.

Resolution No. 150, by Local Union No. 86, was referred to the Committee on General Ware Price List.

Resolution No. 151, by Local Union No. 86, was referred to the Committee on General Ware Price List.

Resolution No. 152, by Local Union No. 88, was referred to the Committee on General Ware Price List.

Resolution No. 153, by Local Union No. 88, was referred to the Committee on General Ware Price List.

Resolution No. 154, by Local Union No. 88, was referred to the Committee on General Ware Price List.

Resolution No. 155, by Local Union No. 88, was referred to the Committee on General Ware Price List.

Resolution No. 156, by Local Union No. 88, was referred to the Committee on General Ware Price List.

Resolution No. 157, by Local Union No. 88, was referred to the Committee on General Ware Price List.

Resolution No. 158, by Local Union No. 88, was referred to the Committee on General Ware Price List.

Resolution No. 159, by Local Union No. 88, was referred to the Committee on General Ware Price List.

Resolution No. 160, by Local Union No. 90, was referred to the Committee on Sanitary Price List.

Resolution No. 161, by Local Union No. 90, was referred to the Committee on Finance.

Resolution No. 162, by Local Union No. 90, was referred to the Committee on Health.

Resolution No. 163, by Local Union No. 90, was referred to the Committee on Law.

Resolution No. 164, by Local Union No. 90, was referred to the Committee on Sanitary Price List.

Resolution No. 165, by Local Union No. 91, was referred to the Committee on General Ware Price List.

Resolution No. 166, by Local Union No. 91, was referred to the Committee on General Ware Price List.

Resolution No. 167, by Local Union No. 91, was referred to the Committee on General Ware Price List.

Resolution No. 168, by Local Union No. 91, was referred to the Committee on General Ware Price List.

Resolution No. 169, by Local Union No. 91, was referred to the Committee on General Ware Price List.

Resolution No. 170, by Local Union No. 94, was referred to the Committee on General Ware Price List.

Resolution No. 171, by Local Union No. 94, was referred to the Committee on General Ware Price List.

Resolution No. 172, by Local Union No. 94, was referred to the Committee on General Ware Price List.

Resolution No. 173, by Local Union No. 94, was referred to the Committee on General Ware Price List.

Resolution No. 174, by Local Union No. 94, was referred to the Committee on General Ware Price List.

Resolution No. 175, by Local Union No. 94, was referred to the Committee on General Ware Price List.

Resolution No. 176, by Local Union No. 94, was referred to the Committee on Health.

Resolution No. 177, by Local Union No. 94, was referred to the Committee on General Ware Price List.

Resolution No. 178, by Local Union No. 95, was referred to the Committee on General Ware Price List.

Resolution No. 179, by Local Union No. 95, was referred to the Committee on General Ware Price List.

Resolution No. 180, by Local Union No. 95, was referred to the Committee on General Ware Price List.

Resolution No. 181, by Local Union No. 95, was referred to the Committee on General Ware Price List.

Resolution No. 182, by Local Union No. 95, was referred to the Committee on General Ware Price List.

Resolution No. 183, by Local Union No. 95, was referred to the Committee on General Ware Price List.

Resolution No. 184, by Local Union No. 95, was referred to the Committee on General Ware Price List.

Resolution No. 185, by Local Union No. 95, was referred to the Committee on General Ware Price List.

Resolution No. 186, by Local Union No. 95, was referred to the Committee on General Ware Price List.

Resolution No. 187, by Local Union No. 95, was referred to the Committee on General Ware Price List.

Resolution No. 188, by Local Union No. 95, was referred to the Committee on General Ware Price List.

Resolution No. 189, by Local Union No. 96, was referred to the Committee on Law.

Resolution No. 190, by Local Union No. 96, was referred to the Committee on Law.

Resolution No. 191, by Local Union No. 96, was referred to the Committee on State of Order.

Resolution No. 192, by Local Union No. 96, was referred to the Committee on Law.

Resolution No. 193, by Local Union No. 96, was referred to the Committee on Law.

Resolution No. 194, by Local Union No. 96, was referred to the Committee on Finance.

Resolution No. 195, by Local Union No. 46, was referred to the Committee on Sanitary Price List.

Resolution No. 196, by Local Union No. 80, which had been omitted from the printed program, was read and referred to the Committee on General Ware Price List.

Resolutions Nos. 79 and 83, by Local Union No. 44, were withdrawn by L. U. No. 44's delegates.

Badges and Financial Reports of the National Officers were then passed out to the delegates.

President Andrew McAndrew of the Tobacco Workers' International Union, asked for permission to address the delegates on Saturday morning. On motion by Thomas Farrall the request was granted.

Amendment by J. Vern Johnston that his time be limited to twenty minutes.

The amendment lost.

The motion to grant the request carried.

Report of Auditing Committee was read as follows:

### Auditors' Report.

East Liverpool, Ohio, June 18, 1915.

To the Officers and Delegates of the Twenty-Fifth Annual Convention.

Greeting:

We, the board of auditors, appointed by the National President to audit the accounts of the President, First Vice President, Secretary-Treasurer, Board of Trustees, Manager of the Potters Herald and Eastern Trustees, hereby certify that we have attended to that duty and find the different accounts in excellent condition, only one slight error having been found and that appears on page 41 of the Printed Financial Report in the first item of Local Union No. 80's account which credits the local with having paid \$67.40 instead of \$64.70, this was caused by a transposition of figures. This will make a difference of \$2.70 in the balance appearing in the Secretary-Treasurer's report on pages 57 and 136. It should read \$3,257.62 instead of \$3,260.32.

However, in the printed report we found several typographical errors and omissions occurring as follows:

1. On page 52 November account of General Fund ex-



penses the report shows that F. H. Hutchins drew two amounts of \$66.66 each for salary, the books and cancelled check show that he drew but \$66.66 on that date.

2. On page 93 a typographical error occurs which omits the name of Israil Dion on the strike benefit list of L. U. No. 78 for October 16, 1914, the books and cancelled check shows that he received \$15.00 on that date, while the name of Delphis Thibodeau appears on the same page and date as receiving \$15.00, and the books show that he did not receive strike benefits on that date.

3. A repetition of the same mistakes noted in above paragraph occurs in L. U. 78's account on the same page in the strike benefit list of October 30th, also on page 94 in the strike benefit list of November 14, 1914, also on page 95 in the strike benefit list of November 27, 1914, and on page 95 in the strike benefit list of December 11, 1914.

4. On page 101 in the strike benefit list of L. U. No. 78, under date of February 20, 1915, Joseph Goyette is credited with having received \$22.50, the books and cancelled check shows that he received \$22.00.

5. On page 103 under date of March 6, 1915, in the strike benefit list of L. U. 78, Fred Seney is shown as receiving \$5.30, the books and cancelled check shows it should be \$15.00. In the same account Will Shenton is credited with receiving \$15.00 when it should be \$5.30.

6. On page 25 under date of August 29, 1914, Carroll o'Brien is credited with receiving \$7.50 when he only received \$7.00.

7. On page 28, under date of December 15, 1914, H. M. Lunsford is credited with receiving \$3.98, the correct amount was \$3.89.

8. On page 30 under date of April 30, 1915, W. Devon is shown by the books and printed report as having drawn \$10.20, the cancelled check shows that he received \$10.12.

9. On page 12 in the printed report of the Third, Fourth and Fifth Vice Presidents, under date of October 24, 1914, division No. 5, A. O. H., is credited with paying \$6.50, the amount should be \$6.00.

We commend the efficient work done during the past year by the different National Officers in conducting the business affairs of the National Brotherhood of Operative Potters. In regard to the Potters Herald, we find the plant in excellent condition and feel that Brother Will T. Blake has proven his worth to the organization for the efficient manner in which he has managed its affairs, but we believe the Executive Board should authorize him to secure additional help in order to increase its usefulness to the organization.

Respectfully submitted,  
A. V. GILBERT,  
HOMER C. OWEN,  
WILLIAM A. CROOT,  
Board of Auditors.

On motion by Leroy Fowler the report of the Auditing Committee was received and made a part of the proceedings of the convention.

Resolution No. 123, by Local Union No. 59, was taken up

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for consideration at the request of Manager Will T. Blake.

The Committee on Law was requested to take up the resolution and report on same at the afternoon session.

Announcements were then made by the chairmen of the different committees, after which the convention adjourned to meet again at 2 p. m.



## Friday, July Second

### AFTERNOON SESSION

The convention was called to order by\*President Menge. Delegates Lon A. Fash and George Sassaman were marked absent at roll call.

The reading of the minutes of the morning session was dispensed with.

The following telegram was received from former President T. J. Duffy, which was read and ordered placed in the proceedings of the convention:

Kindly convey to delegates my greetings and best wishes for successful convention.  
T. J. DUFFY.

#### Report of the Committee on Rules.

Motion by R. A. McDevitt that the following rule be added to the rules recommended by the committee:

It shall require a two-thirds vote to lay on the table unless qualified by "subject to call" when a majority shall prevail.

Motion carried.

Motion by George M. Martin that the rules be taken up in sections.

Motion carried.

Rule 1. That two sessions be held daily, the first session to be from 9 a. m. to 12 m.; the second session to be from 2 p. m. to 5 p. m., except Saturdays when there will be one session, from 9 a. m. to 12 m.

Motion by J. Vern Johnston that rule one be adopted.

Amendment by Thomas Bayley that the hours be changed to 9:30 a. m. and 2:30 p. m.

The motion as amended carried.

Motion by Robert Wellslager that rule one be further amended by adding the words except Monday, July 5th, after the word daily.

Amendment to the amendment by M. J. O'Shea that the rule be changed to work all day Saturday, same hours as other days.

Amendment to the amendment lost.

The motion to amend rule one by adding the words "except Monday, July 5th," carried by a vote of 61 for to 44 against.

Rule 2. Smoking shall be permitted during the sessions of the convention.

Rule 3. That no resolution shall be accepted for consideration after the close of Wednesday afternoon session, except by a two-thirds vote.

Rule 4. Each delegate present shall vote individually on all questions.

Rule 5. Any delegate retiring before 10:30 a. m. or 3:30 p. m. without a reasonable excuse shall be marked absent.

Rule 6. Each delegate shall have a representative badge to wear in sight. Such badges shall be furnished by the National Brotherhood of Operative Potters free of cost to the delegate, and shall remain the property of the National Brotherhood of Operative Potters until the convention adjourns, and any member attending a session without his badge, unless a reasonable excuse is offered, shall be fined one dollar.

Rule 7. That the visiting members be admitted to the rear of the hall, but must not mingle with the delegates while the convention is in session.

Rule 8. That no information of the proceedings of the Convention be furnished the press except by the Press Committee, and that the President instruct the delegates of the importance of this rule at the close of each session.

Rule 9. That no delegate be allowed to speak more than ten minutes on any one question, unless by permission of the convention.

Rule 10. It is the opinion of the committee that the President see that section 15 of the rules and regulations is enforced during this convention.

Rule 11. It shall require a two-thirds vote to lay on the table, unless qualified by "Subject to Call" when a majority shall prevail.

Motion by Randolph that the rules be adopted as amended.

Motion carried.

## REPORT OF COMMITTEE ON LAW.

### Resolution No. 123.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, It has occurred that where members in the convention would take a stand on any subject and fight for their rights and the proceedings would be published, upon the members' return to work, the firms would make it miserable for them, often causing them to lose their positions, and we think this is an injustice; therefore be it

Resolved, That this convention stop the publication of the names of any speakers, in the newspapers.

The committee recommended that the resolution be withdrawn by request of the delegates of L. U. No. 59.

On motion by S. M. Moore the resolution was withdrawn.

### Resolution No. 7.

By Local Union No. 10 (Turners and Handlers) East Liverpool, Ohio.

Resolved, That all settlements which have been made by the eastern and western general ware standing committees be printed in pamphlet form, and that a supplement shall be printed once a year to contain all settlements made during the previous year.

The committee recommended the adoption of the resolution with an amendment that it shall also apply to the sanitary branch.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion carried.

### Resolution No. 8.

By Local Union No. 10 (Turners and Handlers) East Liverpool, Ohio.

Whereas, The western general ware standing committee has so many disputes and prices to adjust on new articles that even with holding extra sessions, there is often a long delay in regards to settlements, which causes considerable dissatisfaction to the members involved; therefore be it

Resolved, That the manufacturers in conference concurring, there shall be two western general ware standing committees; one committee to consist of three members, no two from the same branch of trade, to have charge of all disputes and settlements of prices, on new articles, in the clay department, and one committee of three members, no two from the same branch of trade, to represent the kiln department in the same manner; and be it further

Resolved, That the National President shall appoint the members of the standing committee to represent the clay department.

The committee recommended the adoption by amending the second section; changing the words "the kiln department" to read "all other departments," and by eliminating the third section.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

The motion carried by a vote of 50 for to 34 against.

The annual reports of the National President and First Vice President were read and referred to the Committee on Officers' Reports.

Announcements were then made by the chairmen of the different committees after which the convention adjourned.

# Saturday Morning, July Third

## AFTERNOON SESSION

The convention was called to order by President Menge.  
All members present at roll call.

President A. McAndrews of the Tobacco Workers' International Union, in accordance with a motion passed at Friday morning's session, was given permission to address the delegates in the interest of the Union Label.

Permission was granted Fourth Vice President S. M. Moore to present a resolution bearing on the Union Label.

### Resolution No. 197.

by Sheldon M. Moore

Whereas, The Tobacco Workers' International Union have had on the market for years a Union Label attached to all tobacco, snuff and cigarettes manufactured by members of the Tobacco Workers' International Union; and

Whereas, The patronage of the Union Label is one of the most potent factors for the promotion of the highest aspirations of our entire labor movement; therefore be it

Resolved, And it is hereby and herein declared, that it is the rightful duty of all members of every craft and calling wherever organized, when making purchases of any of the necessities of life, to demand Union Labeled products, thereby giving employment to organized labor in preference to the unorganized; and be it further

Resolved, And declared, that as Union Labeled tobacco, snuff and cigarettes of all classes and character suitable to the taste of mankind, can now be secured simply by our demand for them, we therefore as delegates to the National Brotherhood of Operative Potters' convention, assembled in Atlantic City, N. J., July 3rd, 1915, now pledge our honor as union members to a concentrated and consistent effort in demanding that the blue label of the Tobacco Workers' International Union shall be affixed to all purchases of tobacco, snuff and cigarettes we buy hereafter.

Motion by Harry Lowe that the resolution be adopted without referring to a committee.

Motion carried.

The minutes of the previous session were read and approved.

### Report of the Delegates to the American Federation of Labor.

The thirty-fourth annual convention of the American Federation of Labor was held in Horticultural Hall, Philadelphia,

Pennsylvania, commencing Monday, Nov. 9th, and ending Saturday, Nov. 21st.

The opening session of the convention was called to order by President Gompers promptly at 10 o'clock. He immediately introduced Honorable Rhudolph Blankenburg, Mayor of Philadelphia, who addressed the delegates and extended to them a most hearty welcome to the City of Brotherly Love.

Other speakers at the opening ceremony were: George H. Ulrick, President of the Philadelphia Central Labor Union; Joseph Richie, President of the Building Trades Council of Philadelphia; James H. Maurer, President of the Pennsylvania State Federation of Labor; and Frank Feeney, chairman of the committee on arrangements of the Central Labor Union of Philadelphia.

The addresses of welcome were responded to by President Gompers after which he announced that the convention was open and ready for the transaction of such business as may come before it.

The report of the Committee on Credentials was then read. It showed that there were 368 delegates in attendance, representing 92 National and International Unions, 22 State Branches, 70 Central Bodies and 18 Local Trade and Federal Labor Unions.

At 12:15 the convention adjourned, to reconvene at 2 p. m.

The first order of business at the afternoon session was the announcement of committees, after which a synopsis of the Executive Council's report was read by First Vice President James Duncan, which was not concluded until the close of the session. The full report contained 162 pages of printed matter, dealing with 119 separate and distinct subjects, showing the work done by the Council during the year, and introducing many matters of importance for the consideration of the convention.

In addition to the Executive Council's report there were 162 resolutions introduced and disposed of during the sessions of the convention.

To report the action taken on all of the various subjects and resolutions which were dealt with by the big convention, would take up more of our time here than we could afford to give to it; therefore, we shall give an account of only a few of the many important matters with which the convention had to deal.

In accordance with the instructions of our last convention your representatives introduced the following resolution, which was known as resolution No. 28:

"Whereas, The various National and International Unions affiliated with the American Federation of Labor have complete attonomy over their respective crafts; and

Whereas, Under this system of organization there has been no end to the number of disputes over the question of jurisdictional rights; and

Whereas, All such disputes could be prevented by having the workers of all crafts in an industry, under the jurisdiction of one organization; therefore be it

Resolved, That the American Federation of Labor go on record in favor of organization by industry, and take whatever steps that may be necessary to bring about such change."



The resolution was referred to the Committee on Executive Council's Report. This committee brought in a recommendation unfavorable to its adoption. A motion was offered to concur with the recommendation of the committee, and it was carried by almost a unanimous vote.

The position of the American Federation of Labor on any change in the method of organization is, that it must be brought about through the affiliated organizations themselves. The American Federation of Labor, as its name implies, is a federation of organizations, each of which is guaranteed by the constitution of the A. F. of L., to the right of self government. It, therefore, has no power or authority to interfere with the form of organization of any of its affiliated unions.

Under its laws a National Union having jurisdiction over a number of departments or trades of a given industry, by mutual consent of its members, may divide and form separate National Unions of their respective crafts; or where two National Unions have jurisdiction over certain branches or trades of a given industry, they are at liberty to amalgamate and become one organization.

The International Typographical Union, for instance, some years ago had under its jurisdiction and part of the organization the compositors, proofreaders, pressmen, bookbinders, stereotypers and electrotypers, mailers, news writers and photo-engravers. By agreement the bookbinders; the stereotypers and electrotypers; the photo-engravers, and the pressmen, have formed separate organizations from the International Typographical Union, and hold separate charters of affiliation to the American Federation of Labor.

Among the organizations which at one time held separate charters of affiliation to the American Federation of Labor, but have combined as one organization, may be mentioned the following: The Allied Metal Mechanics' International Union, and the Machinists' Helpers' Union became a part of the International Association of Machinists.

The International Molders' Union of America now encompasses molders of all metals, and some years ago the Core-makers' International Union became amalgamated with it.

The Lasters' International Union became amalgamated with the Boot and Shoe Workers' International Union.

The Amalgamated Wood Workers' International Union has become part of the United Brotherhood of Carpenters and Joiners.

The Miners' Union has jurisdiction over all work in and around the mines.

The Granite Cutters have added polishers, rubbers, sawyers and tool sharpeners.

Quarry Workers have added derrickmen, boxing and strapping men.

The Railroad Telegraphers have added station agents, signalmen, train despatchers, telephoners, pneumatic interlockers and staffmen.

Just recently the members of the Cigar Makers' International Union and the members of the National Stogie Makers' League, by a referendum vote, decided to amalgamate as one organization.

The question of Industrial Unionism in its relation to Trades Unionism was given consideration by the Rochester

convention. The Executive Council presented a very lengthy report on the subject, from which the following is quoted:

"The American trade union movement is one of constant growth, development and expansion. Since its inception, the American Federation of Labor has been the most practical and beneficial general organization of the wage workers of the continent; it has taken cognizance of the constant change and transition in industry and by every means within its power has sought not only to effect the organization of unorganized workers, but to bring about unity, solidarity and fraternity among organized workers, and has stimulated by every means within its power the necessity for closer co-operation, federation and amalgamation of existing trade unions to the end that each may be helpful to all.

"The American Federation of Labor realizes that a chain is no stronger than its weakest link; that the grand army of organized labor can not advance much further than its most backward column; that the labor organizations are made up of human beings who are not cast in plastic moulds; can not be placed in rigid forms, and therefore, it must concede that the authority vested in the affiliated unions and their members must be the largest consistent with the general progress and the welfare of the entire wage-working masses.

"The American Federation of Labor has organized central bodies in hundreds of cities, and State federations in nearly all the States in America; has instituted a large number of international unions and numberless local unions, and has developed the system of Industrial Departments which federate the organized workers of the different crafts, trades and callings and which co-operate for the common protection and advancement of the interests of all.

"The American Federation of Labor realizes that there is still much to do, but repudiates the insinuation which is implied by the terms "Industrial Unionism" as it is employed by the so-called "Industrial Workers of the World" in antagonism to "Trades Unionism" for in that implication the false impression is conveyed that the trade unions are rigid, unyielding, or do not adjust themselves to meet new conditions and do not advance, develop or expand, whereas the whole history of the trade union movement for the past thirty years demonstrates beyond successful contradiction, that there is not a day passes but which witnesses in the trade union movement in America the highest and loftiest spirit of sacrifice in order to co-operate with our fellow-workers for their interest and common uplift.

"In line with the historic, intelligent and comprehensive attitude which the American Federation of Labor has pursued since its inception, we urge still greater effort and energy in the work of more thoroughly organizing the unorganized workers, pursued to its fullest extent, to urge upon the organized workers a more thorough co-operation, to advocate amalgamation of organizations of kindred trades and callings, and a more thorough federation of all organized labor, to the end that economic, political, moral and social justice shall come to the toilers, the wealth producers of America." And further, "the Philadelphia convention referred to the Executive Council for consideration, and report to the next convention, a proposition to establish a board of mediation and conciliation. Clause



two of the proposition provides that, "that the Board of Mediation and Conciliation shall act as an advisory board upon such question or questions of amalgamating two or more organizations into one, as may be directed by the Executive Council; it may be authorized to make such investigation and research on the subject of amalgamation in the various and kindred trades so referred to it by the Executive Council, to direct its efforts in bringing about, with the consent of all interested parties, such amalgamation."

From the foregoing it will be seen that while the American Federation of Labor has no power or authority to force a change in the method of organization of any of its affiliated unions, as called for in our resolution, it stands ready at all times to assist in bringing about closer co-operation and amalgamation, with the consent of all parties directly interested.

A six-hour-a-day resolution was not favored because the convention believed the eight-hour plan should first become more generally accepted. Hearty support, however, was promised any union that desired to begin agitating for a work day less than eight hours.

On the resolution which asked the American Federation of Labor to endorse the movement to secure by legal enactment an eight hour day for all workers, the convention, after devoting an entire evening session, which lasted until after midnight, in discussing the proposition, voted unfavorable, and adopted the substitute offered by the committee, which reads as follows:

"The American Federation of Labor, as in the past, again declares that the question of the regulation of wages and the hours of labor should be undertaken through trade union activity, and not be made subjects of laws through legislative enactment, excepting in so far as such regulations affect or govern the employment of women and minors, health and morals, and employment of federal, state and municipal government."

The convention congratulated the Executive Council "upon the progress which has been made during the past year in uncovering the evils attendant upon the so-called Taylor system of scientific management, and recommended that the executive Council continue its efforts to have a measure enacted which will prevent the operation of any system or shop management which includes the use of stop watches in connection with workingmen's labor, or the application of any system of payment of wages adopted for the purpose of speeding up workingmen, and the elimination of such system wherever it exists."

By action of the convention all affiliated bodies are urged to agitate for more rigid inspection of housing conditions and work shops, as part of the war against tuberculosis.

The publicity and educational activities of the National Association for the Study and Prevention of Tuberculosis was indorsed.

The president of the A. F. of L., was instructed to take such steps as may be deemed advisable to acquaint unionists with the hazards incident to their employment and the methods best calculated to preserve their health, safety and lives.

A resolution was adopted, instructing the officers of the A. F. of L. to give all possible aid to legislation for safety appliances and inspectors of same. The convention took the same position on the question of a bureau of labor safety, to be maintained by the federal government; with a further un-

derstanding that efforts will be continued to have a law passed for the collection and publication of data on mortality and disability by accident and occupational diseases in the various industries.

Favorable action was taken on a resolution asking the Executive Council to urge all State and Central Bodies to favor a rate of not less than  $66\frac{2}{3}$  per cent of the wages paid to those who are to receive awards under compensation laws; that widows shall receive compensation during their widowhood, and additional rates for children under eighteen years of age; that compensation laws shall be administered by state commissions, and that as the profits of liability insurance companies are derived entirely from funds collected for the payment of compensation to injured workmen, every effort be made to secure workmen's compensation laws which will entirely eliminate employers' liability insurance companies.

The President of the American Federation of Labor was empowered to appoint a committee whose duty it shall be to prepare and submit to the Executive Council a report upon the activities of private detective agencies whose services are secured by employers to prevent trade union organization, destroy it where it exists, if possible, and serve as mercenaries during industrial disputes, and that upon the receipt of this report the Executive Council shall cause to be prepared a measure or measures to be introduced in Congress and State Legislatures which will prevent the granting of Federal or State license to any private detective agency whose employes can be secured in any effort to disrupt or prevent trade union growth, or serve in any capacity as striker-breaking agencies.

The convention went on record in favor of the passage of laws that will bring about a system of government loans of money for municipal and private ownership of sanitary dwellings. A request is to be made to the United States Government at Washington to pass such legislation as will serve as a model to the various cities of this country.

Numerous bills providing for old age pensions for civil service employes have been introduced in Congress and the Executive Council reported that "there is a wide difference of opinion among government employes as to the best legislation." It was agreed that a general campaign of education on this subject is necessary.

The convention defeated a resolution providing that "national or international unions shall voluntarily delegate to the A. F. of L., full power and authority to pass necessary laws and adopt suitable means to compel local unions to join central bodies. The convention sustained the committee's position that compulsion should be left to the various national and international unions.

The Executive Council was authorized and directed to cause to be constructed, or to purchase a building for an office building for the A. F. of L., and its departments and such other unions for which structure may be suitable; the Executive Council was also authorized to avail itself of the former instructions of the convention of the A. F. of L., to use such funds as are authorized in the furtherance of the object stated, and to raise such other funds as might be necessary to complete the work.

A resolution calling upon the Executive Council and all affiliated unions to use every effort to have the United States

Government repeal the Dick military law, was referred to the Executive Council for investigation, and report to the next convention.

The convention adopted a resolution which provides that efforts be made to have workmen's compensation laws amended so that the right of self-insurance will no longer exist, and that all employers shall be compelled to contribute to the State fund.

It is the intention of the proposed amendment to eliminate physical examinations of employes, as it was claimed that these examinations were mere excuses for the discharge of aged workmen, and members of trades unions.

A resolution was adopted increasing the salaries of the President and Secretary to \$7,500 and \$5,000 respectively.

In response to an appeal made by National Organizer Mrs. Sarah A. Conboy, of the United Textile Workers, in behalf of the striking textile workers of Atlanta, a fund of \$480 was raised by the delegates.

The last day of the convention the following officers were elected for the ensuing year:

President—Samuel Gompers.

First Vice President—James Duncan.

Second Vice President—James O'Connell.

Third Vice President—Dennis A. Hayes.

Fourth Vice President—Joseph H. Valentine.

Fifth Vice President—John R. Alpine.

Sixth Vice President—H. B. Perham.

Seventh Vice President—Frank Duffy.

Eighth Vice President—William Green.

Secretary—Frank Morrison.

Treasurer—John B. Lennan.

International Delegate to Canada—Thomas Conway.

The delegates to the British Trades Council were left in the hands of the Executive Council.

San Francisco was chosen as the next convention city.

Respectfully submitted,

EDWARD MENGE,

WILLIAM MUSHET,

Delegates.

On motion by T. B. Dennis the report was received and ordered printed in the proceedings of the convention.

Motion by Fred W. Thompson that the convention send a letter of condolence to Bro. McKenzie of L. U. No. 33, who is very sick and not expected to live.

Amendment by Anthony Spair that the delegates be instructed to express the convention's good cheer to the sick members of their respective locals.

Amendment carried.

Motion as amended carried.

### Presentation of Resolutions.

Resolution No. 198, by Local Union No. 79, was read and referred to the Committee on Law.

Resolution No. 199, by Local Union No. 79, was read and ruled out by President Menge because it conflicted with section

23 of the National Constitution governing the presenting of resolutions affecting the wage scale.

**Resolution No. 199**

By Local Union No. 79.

We, the kilnmen of L. U. No. 79, wish to submit the following resolution for your consideration:

That no kilnman shall clean or blow the dust from any ware and that no ware be cleaned at the kiln door. All ware to be ready to go in the kiln before the kilnmen have to handle it.

Resolution No. 200, by Local Union No. 79, was read and referred to the Committee on Law.

Resolution No. 201, by Local Union No. 79, was read and referred to the Committee on Law.

Resolution No. 202, by Local Union No. 12, was read and referred to the Committee on Law.

Resolution No. 203, by Local Union No. 45, was read and referred to the Committee on State of Order.

Resolution No. 204, by Local Union No. 45, was read and referred to the Committee on Law.

Motion by Thomas Gilligan that all resolutions introduced to the convention be typewritten and a copy furnished to each delegate.

Motion lost.

Announcements were then made by the chairmen of the different committees after which the convention adjourned until Tuesday morning, July 6th.



## Tuesday, July Sixth

### MORNING SESSION

The conention was called to order by President Menge.  
All members present at roll call.

#### Report of Committee on Officers' Reports.

We, your Committee on Officers' Reports, recommend that the part of the President's Report (demands affecting wage scale) be referred to the General Price List Committee for immediate consideration.

Motion by James Lindlay that the recommendation of the committee be concurred in.

Motion carried.

(For recommendation of General Ware Price List Committee see Friday morning's minutes, July 9th.)

The minutes of previous session were then read and approved.

#### REPORT OF COMMITTEE ON FINANCE.

##### Resolution No. 17

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio

Whereas, It has come to the attention of some of our members that there are organizations who have taken up the matter of handling their own money through a bank owned and operated by the organization. The Brotherhood of Locomotive Engineers is doing this now, and we believe this method would be preferable to the present method, and it would give us the inside information on investments, etc. Also, our defense fund would be more available if handled by, or retained within our own organization; therefore be it

Resolved, That a national committee be selected to investigate the advisability of starting a banking institution, such committee to report at the next annual convention.

The committee recommended adoption.

Motion by A. V. Gilbert that the report of the committee be concurred in.

Motion by James Lindlay that the naming of the committee be left in the hands of the Executive Board, committee to be named before convention adjourns.

Motion carried.

##### Resolution No. 15.

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio

Whereas, The present panical condition of the country

and consequent tightening of the money market, and the varied causes that have brought about a slowing up of business in the pottery industry, have caused hardship and suffering to many of our members from lack of employment; and

Whereas, It has come to the attention of many that some of our members were refused loans from some of the regular banks and building and loan associations when they had, in many cases, good security and endorsements; therefore be it

Resolved, That a sufficient sum from the defense fund be set aside to be known as a loan fund, to be loaned to our members at 6 per cent interest who can give sufficient security, or endorsement, in sums from \$100.00 to \$200.00. The amount to be set aside from the defense fund to be determined by the committee handling this resolution, also the method of operation.

The committee recommended rejection.

On motion by A. V. Gilbert the recommendation of the committee was concurred in.

## REPORT OF COMMITTEE ON HEALTH.

### Resolution No. 67

By Local Union No. 36 (Turners and Handlers) Trenton, N. J.

Whereas, The practice of paying for sweeping of shops, either wholly or partially, we deem to be unjust; therefore be it

Resolved, That all shops be swept after working hours each day and the same be paid for by the manufacturers.

The committee recommended adoption.

Motion by George Carlidge that the recommendation of the committee be concurred in.

Bro. T. B. Dennis suggested that Resolutions Nos. 109 and 137 be included with Resolution No. 36.

### Resolution No. 109

By Local Union No. 53 (Finishers) East Liverpool, Ohio

Whereas, Employees at various shops are compelled to pay for sweeping, and are still compelled to sweep out from under their benches; therefore be it

Resolved, That finishers be exempt from paying for sweeping.

### Resolution No. 137

By Local Union No. 80 (General Ware, Mixed) Huntington, West Virginia

Whereas, The clay hands have always had to pay for the sweeping of the floor; therefore be it

Resolved, That the sweeper be paid by the firm.

The motion to concur in report of the committee, which was to adopt Resolution No. 67 including Resolutions Nos. 109 and 137 carried.

### Resolution No. 61

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, The use of oil lamps or torches in kilns is in-



jurious to the health of the kilnmen on account of the smoke and obnoxious gases coming from them, which the kilnmen are compelled to inhale; therefore be it

Resolved, That all such lamps or torches be discontinued in use and electric lights substituted.

The committee recommended adoption with the words "or gas" added after the word "electric."

Motion by George Cartlidge that the recommendation of the committee be concurred in.

Motion carried.

## REPORT OF COMMITTEE ON LAW

### Resolution No. 147

By Local Union No. 82 (Sanitary, Mixed) Chillicothe, Ohio

Whereas, Members of the N. B. of O. P. have violated their obligation and shop rules; and

Whereas, Some of the convicted ones have refused to pay the penalties prescribed by law; therefore be it

Resolved, That we amend Section 218, to read as follows: By striking out all the words in the section after the word "order" in line six and substituting the words, "when a convicted member refuses to pay all penalties, the secretary of the local of which the convicted member belongs shall immediately notify the national secretary. The national secretary shall keep a record of all such violations, and at no future time shall the guilty ones be permitted to participate in the insurance or tuberculosis features of the N. B. of O. P. It shall require a two-thirds vote of the members present to remit such fine.

The committee recommended rejection.

On motion by S. M. Moore the recommendation of the committee was concurred in.

### Resolution No. 125

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio

Whereas, There has been much dissatisfaction over many settlements made by the western standing committee and we feel that better results could be secured by having two representatives from the local from which the dispute arises, meet with the western standing committee; therefore be it

Resolved, That after October 1, 1915, two representatives from the local in which any dispute may arise, shall meet with the western general ware standing committee when a settlement is to be made.

The committee recommended that the resolution be withdrawn.

On motion by S. M. Moore the recommendation of the committee was concurred in.

### Resolution No. 128

By Local Union No. 72 (Sanitary, Mixed) Evansville, Ind.

Whereas, We, the members of Local Union No. 72, believe in the complete autonomy of the members of the N. B. of O. P.; and

Whereas, We believe this to be a step in that direction and that this will minimize the likelihood of the formation of cliques and stimulate a better attendance upon the part of the members; therefore be it .

Resolved, That on and after July 31st, 1915, all committees and officers of the local unions of the N. B. of O. P. shall be elected by majority vote of those present.

The committee recommended rejection.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

The following substitute for Resolution No. 128 was offered by George M. Martin:

Amend section 186 of the National Constitution by striking out the first three and one-half lines and insert the following:

The shop committee shall be composed of two or more members. The election or appointment of which shall be left optional with the local.

The substitute for Resolution No. 128 was adopted.

#### **Resolution No. 132, by Local Union No. 79.**

The committee recommended rejection.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion by Bro. Bailey that further action on Resolution No. 132 be deferred until the General Ware Price List Committee reports on the recommendation of the Committee on Officers' Reports.

Motion carried.

(For final action on Resolution No. 132 see Friday afternoon's minutes, July 9th).

#### **Resolution No. 133**

By Local Union No. 79 (Sanitary, Mixed) Columbus, Ohio

Whereas, The N. B. of O. P. has been greatly benefited by the referendum vote, and the members are satisfied with the referendum, and we feel that it should apply to the town or city our convention shall be held in; therefore be it

Resolved, That all conventions hereafter be held in a town or city where there is at least one pottery; and be it further

Resolved, That the city or town for holding convention be chosen by a referendum vote of the N. B. of O. P.

The committee recommended rejection.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion by Thomas Gilligan that Resolution No. 133 be referred back to committee.

The motion to refer back lost.

The motion to adopt the recommendation of the committee, which was to reject the resolution, carried.

#### **Resolution No. 163, by Local Union No. 90.**

The committee recommended rejection.

Motion by S. M. Moore that the recommendation of the

committee be concurred in.

Motion by J. Vern Johnston that Resolution No. 163 be tabled "subject to call."

Motion to table "subject to call" carried.

• (For final action on Resolution No. 163 see Monday morning's minutes).

### Resolution No. 189

By Local Union No. 96 (Grog Clay Workers) Perth Amboy, New Jersey.

Whereas, From different locals we hear of members being victimized for doing active work for the organization; and

Whereas, These said cases have been taken up by our executive board with good results, except for the loss of time that happens between the time of the member's discharge until he is reinstated; therefore be it

Resolved, That when in the majority of opinions of a local a member has been discriminated against, said member shall receive \$7.50 per week until he is reinstated or placed elsewhere.

The committee recommended adoption by changing the word "local" to "Executive Board" in the last section.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Amendment by Anthony Spair that in case of discrimination the member shall receive strike benefits from the date of discrimination.

Amendment carried.

The motion as amended carried.

### Resolution No. 192

By Local Union No. 96 (Grog Clay Workers) Perth Aymboy, New Jersey.

Whereas, Section 117 of the National Constitution is not carried out properly; and

Whereas, It has been difficult in some cases to pay the death benefit to the proper person entitled to it; therefore be it

Resolved, That the Brotherhood have forms printed for this purpose and make it compulsory to sign same.

The committee recommended rejection.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion lost.

Motion by James Bailey that Resolution No. 192 be adopted as read.

Amendment by Harry Stoddard that the Committee on Law draft a form suitable for the purpose intended in the resolution.

Amendment carried.

Motion to adopt resolution carried.

Announcements were then made by the chairmen of the different committees, after which the convention adjourned.

## Tuesday, July Sixth

### AFTERNOON SESSION

The convention was called to order by President Menge.

All members present at roll call.

Minutes of morning session were read and approved.

#### REPORT OF COMMITTEE ON LAW.

##### Resolution No. 38.

By Local Union No. 24 (General Ware, Mixed) Wellsville, Ohio

Whereas, We believe the interests of the N. B. of O. P. can be better served by a smaller number of vice presidents; therefore be it

Resolved, That our constitution be changed to provide for three vice presidents only.

The committee recommended rejection.

On motion by S. M. Moore the recommendation of the committee was concurred in.

##### Resolution No. 39

By Local Union No. 24 (General Ware, Mixed) Wellsville, Ohio

Whereas, We believe that all members of the N. B. of O. P. should belong to the local union under whose jurisdiction they are working; therefore be it

Resolved, That any member working in a locality where a local union of the N. B. of O. P. exists he shall become a member of that local.

The committee recommended adoption.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

##### Resolution No. 193

By Local Union No. 96 (Grog Clay Workers) Perty Amboy,  
New Jersey.

Whereas, Members of the Brotherhood were arrested on various charges in an attempt to discourage them from picketing; therefore be it

Resolved, That where any member who is arrested for picketing in a strike, or if he is assaulted through the same cause, that the executive board shall authorize legal aid to be obtained for said member.

The committee recommended adoption by adding the word "peaceful" after the word "for" in second section.

On motion by S. M. Moore the recommendation of the committee was concurred in.

### Resolution No. 190

By Local Union No. 96 (Grog Clay Workers) Perth Amboy, New Jersey.

Whereas, At the last primary election one local's vote was thrown out by the election board because members of the N. B. of O. P. voted there who were not members of said local; therefore be it

Resolved, That any member of the N. B. of O. P. be enabled to cast his vote at the local which is most convenient to him at the time of election as long as a member of the local in which he votes can vouch for him.

### Resolution No. 198

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.

Whereas, A number of our members have been disfranchised on account of being away from their respective locals and not being able to get back in time to vote; and

Whereas, Locals at which they have been have refused them that privilege; therefore be it

Resolved, That any member who is in good standing and can not get back to his local for any reason in time to vote shall be allowed to vote at the local at which he is present and by signing local name and number. The canvassing committee shall be required to count his vote the same as the other votes. Any law in conflict with this resolution is hereby repealed.

The committee offered the following substitute for Resolutions Nos. 190 and 198:

Resolved, That when a member can prove that he is in good standing, which means not more than one month in arrears with his respective local, that he be granted the privilege of voting on any national referendum at the local union of the town in which the member may be located at the time of election.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion carried.

### Resolution No. 19.

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

Whereas, The present method we have adopted of voting under the referendum law must seem to all thinking members of our organization a very unsatisfactory way of voting to adopt new laws or in the election of our national officers, as at no time have we had one-half of our membership to vote; therefore be it

Resolved, That hereafter any vote to be taken by the referendum shall be taken in the shop wherein the brothers or sisters may be working at that particular time, and that a ballot shall be prepared, as at the present time, with a space provided for the name of the voter, which he shall sign when



voting, and which shall be taken care of by a committee of the local of which they, the voters, may be members. Said committee shall furnish a receptacle, which shall have two separate and distinct parts; one to receive the names of the voter, and the other to receive the ballot. After the vote is taken the receptacles containing the names and votes shall be sealed by the committee and forwarded to the National Secretary, there to remain until all ballots are turned in, when they shall be counted by a committee, as at the present time, and be it further

Resolved, That upon the adoption of the resolution all laws conflicting with it shall be repealed.

### Resolution No. 89

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, The present system of electing our national officers does not produce the democratic expression of choice, and that members for reasons better known to themselves, yearly fail to take advantage of the opportunity of selection granted by our laws; and

Whereas, We should do all in our power to extend the democratic principles of our organization; therefore be it

Resolved, That the next convention provide a suitable method whereby members in good standing may be allowed to cast their ballots for national officers, in the shops.

The committee recommended that Resolutions Nos. 19 and 89 be referred to a committee of the whole.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

Motion by Robert Wellslager that the convention do now resolve itself into a committee of the whole to take up Resolutions Nos. 19 and 89.

Motion carried.

The committee of the whole was in session at the time of adjournment.

Announcements were made by the chairmen of the different committees.



# Wednesday, July Seventh

## MORNING SESSION

The convention was called to order by President Menge.

Delegate William Pointon was marked absent at roll call.

Minutes of previous session were read and approved.

Reading and referring of resolutions which had been presented at previous sessions.

Resolution No. 205, by L. U. No. 35, was read and referred to the Committee on Law.

Resolution No. 206, by L. U. No. 35, was read and referred to the Committee on Resolutions.

Resolution No. 207, by L. U. No. 79, was read and referred to the Committee on Law.

Resolution No. 208, by L. U. No. 63, was read and referred to the Committee on Law.

Resolution No. 209, by L. U. No. 45, was read and referred to the Committee on State of Order.

### Resolution No. 210, by L. U. No. 9.

Whereas, In the past few months there are conditions arising in the kiln trade not covered by the uniform price list which places more of a hardship upon the kilnmen; therefore be it

Resolved, That at the expiration of our present agreement the kilnmen be paid as follows:

Resolved, Where bungs are run straight up without wauvers on and hillars put on for jacking in glost kilns we be paid for 14-6 kiln, three-fourths of a day; 15-6 kiln, one day; 16-6 kiln, 1 $\frac{1}{4}$  days and son on in proportion of the kiln; and be it further

Resolved, Where bats are put on the top of wauvers for jacking in glost kilns we demand for 15-6 kiln one-half day; 16-6 kiln, five-eighths of a day, and so on in proportion.

Resolution No. 210 was ruled out because it conflicts with section 23 of the National Constitution.

### Resolution No. 211, by L. U. No. 9.

Whereas, Some shops in the trade are putting two bungs in the arches of kilns instead of one, creating a new condition not covered by the uniform price list; therefore be it

Resolved, That after the expiration of our agreement we demand where double bungs are used in arches we get double pay or count them two for one.

Resolution No. 211 was ruled out of order because it conflicts with section 23 of the National Constitution.

Resolution No. 212, by L. U. No. 9, was read and referred to the Committee on Law.

Resolution No. 213 by L. U. No. 96 was read and referred to the Committee on Law.

### **Resolution No. 214, by L. U. No. 85**

Resolved, That whenever any pottery installs a mangle roller or any other device for making tanks that the presser shall be given the preference of following his work from the bench to the mangle roller or such other device that may be installed and that the incoming executive board be instructed to investigate all places where such devices are now in use and use their best endeavor to have all such work done by pressers.

Resolution No. 214 was ruled out of order because it conflicts with section 23 of the National Constitution.

Motion by Robert Wellslager that the convention do now resolve itself into a committee of the whole to take up Resolutions Nos. 19 and 89, which were pending at the close of Tuesday afternoon's session.

Motion carried.

### **REPORT OF THE COMMITTEE OF THE WHOLE**

The committee recommended the rejection of Resolutions Nos. 19 and 89, pertaining to the taking of all referendums in the shops.

Motion by Thomas Bayley that the convention concur in the recommendation of the committee.

Motion carried.

### **REPORT OF COMMITTEE ON LAW.**

#### **Resolution No. 16**

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio

Whereas, The present laws governing the insurance fund are not satisfactory to the trade; therefore be it

Resolved, That the present laws governing strike benefits be adopted to govern insurance.

The committee recommended rejection.

On motion by S. M. Moore the recommendation of the committee was concurred in.

#### **Resolution No. 124**

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio

Whereas, We believe the Potters Herald should be mailed to every member of the N. B. of O. P.; therefore be it

Resolved, That the recording secretary of every local union shall revise the mailing list of his respective local at least

twice a year.

The committee recommended adoption with the following amendment added: "That when the local receives a new member by card, or initiation, the secretary shall forward name and address of new members to National Headquarters."

Motion by Thomas Bayley that a printed form be provided for the purpose of sending in the names to headquarters. Motion lost.

Motion to adopt the committee's recommendation carried.

#### **Resolution No. 30, by Local Union No. 16.**

The committee recommended rejection.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion by Fred Bentley that action on Resolution No. 30 be deferred until the Finance Committee reports on Resolution No. 90.

Motion to defer action carried.

(For action on Resolution No. 30 see Saturday morning's minutes).

#### **REPORT OF COMMITTEE ON STATE OF ORDER.**

##### **Resolution No. 47.**

By Local Union No. 31 (General Ware, Mixed) East Palestine, Ohio.

Whereas, We, the jiggermen of Local Union No. 31, think it unfair to have to furnish sponges for finishers on flat ware, as they work piece work, and have no expense and do not have to stand for any lost ware, and in many instances the finisher draws within \$3.00 to \$5.00 a pay as much as the jiggerman; therefore be it

Resolved, That the finishers on flat ware be required to furnish their own sponges.

The committee recommended rejection.

On motion by S. B. Burgess the recommendation of the committee was concurred in.

##### **Resolution No. 139**

By Local Union No. 80 (General Ware, Mixed) Huntington, West Virginia.

Whereas, The finishers, in some shops, are required to look at the backs of the ware and sponge off all bad places and defects; therefore be it

Resolved, That the finishers shall not be required to sponge more than the edges and face of the ware.

The committee recommended that the resolution be withdrawn at the request of L. U. No. 80's delegate.

On motion by Burgess the recommendation of the committee was concurred in.

**Resolution No. 140**

By Local Union No. 80 (General Ware, Mixed) Huntington,  
West Virginia.

Whereas, At present there is no uniform price list in force in the decorating department; therefore be it

Resolved, That there be a committee appointed at this convention to gather data for the purpose of compiling a working price list for this department; committee to report to convention.

The committee recommended adoption by striking out the words "at this convention" and inserting the words "by the National President."

Motion by Burgess that the recommendation of the committee be concurred in.

Motion carried.

**Resolution No. 138**

By Local Union No. 80 (General Ware, Mixed) Huntington,  
West Virginia.

Whereas, The finishers do not think it a square deal for the jiggerman to hire a new finisher when there are union finishers walking the street out of work; therefore be it

Resolved, That the jiggermen be not allowed to start a new finisher when there are union finishers out of work and can be had for the asking.

The committee recommended adoption.

Motion by Burgess that we concur in the recommendation of the committee.

Motion carried.

**REPORT OF COMMITTEE ON SANITARY PRICE LIST.****Resolution No. 104.**

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Resolved, That at the expiration of the present agreement some law be substituted that will prohibit manufacturers from breaking their agreement and then placing it before the standing committee which may be in their hands for a year before a final settlement is reached; and be it further

Resolved, That any manufacturer breaking the agreement in any branch of the trade not fully compensated for, while under protest, that this branch of the trade be given the privilege of refusing to work until it is made right.

The committee recommended that Resolution No. 104 be referred back to the local to be presented at the next convention.

On motion by George M. Martin the recommendation of the committee was concurred in.

**Resolution No. 103**

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Resolved, That at the expiration of the present agreement

all apprentice kilnmen (general ware or sanitary ware) starting at the trade shall serve five years instead of three years, as is now the custom. This resolution not to interfere with the apprentices now at the trade.

The committee recommended that Resolution No. 103 be referred back to local to be presented at the next convention.

On motion by George M. Martin the recommendation of the committee was concurred in.

### Resolution No. 102

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Resolved, That at the expiration of the present agreement all ware made by journeymen pressers, general ware and sanitary ware, be placed by journeymen kilnmen; whether it be placed in round kilns or muffin kilns.

The committee recommended that Resolution No. 102 be referred back to local to be presented at the next convention.

Motion by George M. Martin that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 164

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.

Whereas, It is known that the trend of trade is drifting westward in the manufacturing of sanitary ware; and

Whereas, It is a known fact that by having a western sanitary standing committee it would improve conditions in the trade in general; therefore be it

Resolved, That this twenty-fifth annual convention create and provide for the election of a sanitary standing committee the same to handle all difficulties, or work west of the Allegheny mountains.

The committee recommended rejection.

On motion by George M. Martin the recommendation of the committee was concurred in.

### Resolution No. 45

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, We believe that the loss accruing in the shop and in the bisque kiln is sufficient penalty for defective workmanship; therefore be it

Resolved, That subsequent losses shall not be charged to the workmen.

The committee recommended that Resolution No. 45 be referred back to local to be presented at the next convention.

On motion by George M. Martin the recommendation of the committee was concurred in.

### Resolution No. 44

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, The trade in sanitary ware is assuming more importance every year in territory west of the Allegheny



mountains and its many grievances do not receive the attention of the present standing committee which is located in Trenton; therefore be it

Resolved, That a western sanitary standing committee be elected to be composed of members working at the trade west of the Allegheny mountains; the law governing election to be the same as in Section 35 of the National Constitution.

The committee recommended rejection.

Motion by George M. Martin that the recommendation of the committee be concurred in.

Motion carried.

### Resolution No. 43.

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, The present agreement in regard to the division of work during periods of trade depression is very unsatisfactory; therefore be it

Resolved, That each and every sanitary presser shall receive an equal division of all work done at the shop where he may be working during the slack time period, except in case of proved incompetency.

The committee recommended that Resolution No. 43 be referred back to local to be presented at the next convention.

On motion by George M. Martin the recommendation of the committee was concurred in.

## REPORT OF COMMITTEE ON RESOLUTIONS.

### Resolution No. 66.

By Local Union No. 36 (Turners and Handlers) Trenton, N. J.

Resolved, That a printed form of resolutions of condolence be used by the different locals in case of the death of a member and the same be furnished by the Potters Herald printing plant at a nominal fee.

The committee recommended the adoption with the following amendment: "That terms of resolutions made optional with locals."

On motion by Will T. Blake the recommendation of the committee was concurred in.

### Resolution No. 18

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

Whereas, Our delegates to the A. F. of L. convention last year failed to have adopted the resolution asking for the adoption of a national industrial organization in preference to the present craft organization; therefore be it

Resolved, That our delegates this year again prepare a resolution and present it to the A. F. of L. convention, and that they be instructed to fight for its adoption.

The committee recommended rejection.

Motion by Will T. Blake that the recommendation of the committee be concurred in.

The motion carried by a vote of 55 for to 32 against.

The following communication from Samuel Gompers, President of the A. F. of L. was read and ordered placed in the convention proceedings:

Washington, D. C., July 1, 1915.

Mr. John T. Wood, Secretary-Treasurer,  
National Brotherhood of Operative Potters,  
Box 6, East Liverpool, Ohio.

Dear Sir and Brother:

Your favor of the 29th instant is received and I note that the convention of your Brotherhood will convene Friday morning, July 2nd., at Atlantic City. Please convey my fraternal greetings to the officers and delegates of the convention. I trust that you may have a most successful session in every way.

With best wishes, and hoping to hear from you whenever convenient, I am,

Fraternally yours,  
SAMUEL GOMPERS,  
President American Federation of Labor.

### PRESENTATION OF RESOLUTIONS.

Resolution No. 215, by Delegate R. A. McDevitt, was read and referred to the Committee on Law.

Resolution No. 216, by Delegate R. A. McDevitt and Robert Wellslager, was read and referred to the Committee on Law.

Resolution No. 217, by L. U. No. 26, was read and referred to the Committee on State of Order.

Resolution No. 218, by the Resolution Committee of L. U. No. 45, was read and referred to the Committee on Law.

Announcements were then made by the chairmen of the different committees after which the convention adjourned.

## Wednesday, July Seventh

### AFTERNOON SESSION

The convention was called to order by President Menge.  
Delegate William Pointer was marked absent at roll call.  
Minutes of morning session were read and approved.

#### REPORT OF COMMITTEE ON STATE OF ORDER.

##### Resolution No. 108.

By Local Union No. 53 (Finishers) East Liverpool, Ohio.

Whereas, The counting system in the many shops is anything but satisfactory, and as a matter of business the finishers should know the exact amount of work carried out each day; therefore be it

Resolved, That a counting card system be adopted by the manufacturers, which will enable the finishers to know, as well as the jiggermen, just what their count is each day.

The committee recommended adoption.

On motion by Burgess the recommendation of the committee was concurred in.

#### REPORT OF COMMITTEE ON FINANCE

##### Resolution No. 90, by Local Union No. 45

The committee offered a substitute for Resolution No. 90.

Motion by A. V. Gilbert that we concur in the recommendation of the committee.

Amendment by Wellslager that we strike out the words "withdrawal cards" and insert the words "sick relief card."

Motion by Harold Holden that Resolution No. 90 be referred back to the Finance Committee.

Motion to refer back carried.

(For final action on Resolution No. 90 see Saturday morning's minutes.)

#### REPORT OF EASTERN HEALTH COMMITTEE

The report was read by Bro. William Mushet, after which it was referred to the joint Health Committee.

(For final action on Health Committee's report see Monday morning's minutes).

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### REPORT OF FINANCE COMMITTEE

A partial report on mileage was read by Homer C. Owen. Motion by A. V. Gilbert that the report be received and the bills paid.

Motion carried.

### PRESENTATION OF RESOLUTIONS

Resolution No. 219, by the Dippers of convention, was read and referred to the Committee on Law.

#### Resolution No. 220

By Delegates J. Vern Johnston, Thomas Gilligan, Anthony Spair, T. B. Dennis, James Bailey, Charles A. Eddie, Homer C. Owen, J. W. Denning, R. W. Daley, Fred Booth, Bert Whitacre, Leroy Fowler and A. C. Townley was read and referred to the Committee on State of Order.

Motion by S. M. Moore that the convention adjourn in order to give the committees an opportunity to work.

Announcements were made by the chairman of the different committees after which the motion to adjourn was put and carried.

## Thursday, July Eighth

### MORNING SESSION

The convention was called to order by President Menge.

All members present at roll call.

Minutes of previous session were read and approved.

T. M. Woods, chairman of the General Ware Price List Committee asked for the definition of Resolution No. 140 by L. U. No. 80, which had been adopted at a previous session.

Motion by Frank Hull that the convention reconsider its action on Resolution No. 140.

Motion carried.

Motion by T. M. Woods that Resolution No. 140 be referred to the General Ware Price List Committee.

Motion carried.

(For final action on Resolution No. 140, see Friday afternoon's minutes, July 9th).

The following invitation from the Anti-Saloon League of America was read:

The Million Dollar Pier, Atlantic City, N. J.

It was moved and unanimously carried that the delegates to the National Co-operative Potters' convention now assembled in national convention in Atlantic City be cordially invited to attend the sessions of the convention of Anti-Saloon League of America at their convenience and that reservations for the night sessions be made for their accommodations, and that further, the Rev. H. A. Kelsey, of East Liverpool, Ohio, be instructed to carry this invitation to the potters' convention. All potters will be passed on their badges.

(Signed)

S. P. SPRING, Chairman.

S. A. NICHOLAS, Secretary.

Motion by R. E. Wellslager that the courtesy be acknowledged by accepting the invitation through the Press Committee.

Amendment by E. J. Whitehead that we accept the invitation and attend the convention in a body Friday evening.

The motion as amended carried.

The following telegram received from Mayor George J. Karb of Columbus, was then read:

Columbus, Ohio, July 7th, 1915.

T. F. Gilligan, 38 N. Maryland Ave.

You are authorized in my name to extend warmest invitation to officers and delegates of your organization to hold their next convention in Columbus. Their coming, you might say to them, would, after all, be but a proper recognition of Ohio in such connection and they can come too, assured of a hearty welcome and generous treatment.

GEORGE J. KARB, Mayor of Columbus.



Motion by Anthony Spair that the telegram be received and considered at the proper time.

Motion carried.

## REPORT OF COMMITTEE ON LAW

### Resolution No. 204

By T. B. Dennis and endorsed by the delegates of Local Union No. 45.

Resolved, That a stenographer be engaged at all conferences between the manufacturers and the representatives of the N. B. of O. P. to take a correct record of the proceedings, to be paid by both operatives and manufacturers.

The committee recommended adoption.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Amendment by Lon Fash that we strike out the word "manufacturers."

Amendment to the amendment by T. B. Dennis that in case the manufacturers refuse to stand their share of the cost of a stenographer, the N. B. of O. P. shall engage a stenographer, and pay the expense out of its funds.

Motion by R. H. Smith that the entire matter be tabled.

The motion to table lost.

Amendment to the amendment carried.

Amendment lost.

The motion as amended carried.

### Resolution No. 213

By Local Union No. 96 (Grog Clay Workers) Perth Amboy, New Jersey.

Whereas, Section 89 of the National Laws is, in a way, conflicting with section 87; and

Whereas, Section 87 prevents any payment of strike benefits unless sanctioned by the Executive Board; therefore be it

Resolved, That section 89 be repealed.

The committee recommended rejection.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion carried.

### Resolution No. 208

By Local Union No. 63 (Saggermakers) Trenton, N. J.

Whereas, There exists an evil in the saggermaking branch of the trade, both in general and sanitary, that is detrimental to the general uplift of our craft, namely, the contract system; and

Whereas, If allowed to continue will slowly but surely sap the general strength of this part of the trade, thereby making it hard on the few faithful members to hold the membership together; therefore be it

Resolved, That united action be taken at this convention

making it obligatory on all saggermakers to hire from the firm, instead of the head saggermaker; and be it further

Resolved, That all saggermakers be compelled to give in their own count, draw their own money and that each maker so employed, part or full time, shall share equally at all times in all work made in such shops.

The committee recommended adoption.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion carried.

### **Resolution No. 205, by Local Union No. 35.**

Whereas, There are no committees of any kind pertaining to laws for the benefit or assistance of potters or workers in the potting industry in the East, and knowing that there has been misstatements made at hearings of some bills, to the detriment of the men who work in that industry; therefore be it

Resolved, That a committee be appointed by this body to be known as a legislative committee to have power to draft amendments to laws pertaining to benefit of workers in the pottery industry in New Jersey, Ohio, Indiana, West Virginia, Pennsylvania or any other state where potteries may be located, if practicable.

The committee recommended rejection.

On motion by S. M. Moore the recommendation of the committee was concurred in.

### **Resolution No. 219**

By Dippers of Convention.

Whereas, There is no rule governing the time when the dippers' work shall be counted; therefore be it

Resolved, That the dippers' count be taken from the kilnmen's time sheet.

The committee recommended adoption.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

### **Resolution No. 218, by Local Union No. 45.**

The committee recommended rejection.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion by Wellslager that we defer action on the resolution until the Health Committee reports on resolutions before them.

Motion to defer action carried.

(For final action on Resolution No. 218 see Monday morning's minutes.)

### **Resolution No. 212**

By the Delegates of Local Union No. 9 (Kilnmen).

Whereas, We thing the present law as it reads, sometimes

works an injustice to the kilnmen, we beg leave to submit the following amendment to section 253 of the National Constitution:

Resolved, That it shall be compulsory for the journeymen in the crew to divide the excess money when there is an apprentice helping out, or an extra apprentice working in the crew who has lost his position through no fault of his own.

The committee recommended adoption.

On motion by S. M. Moore the recommendation of the committee was concurred in.

#### **Resolution No. 207, by Local Union No. 79.**

Resolved, That the city or town for holding conventions be chosen by a referendum vote of the N. B. of O. P.

The committee recommended rejection.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

The motion carried by a vote of 52 for to 48 against.

#### **Resolution No. 20**

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio

Whereas, The sanitary branch of the trade is now represented on the Executive Board by four members; the first, third, fourth and fifth vice president, while the general ware branch is represented by three members; the second, sixth and seventh vice presidents; and

Whereas, The membership in the general ware branch is much greater than that of the sanitary, and it is entitled to a majority of the representatives; therefore be it

Resolved, That the member designated as the fourth vice president hereafter be selected from the general ware branch.

The committee recommended rejection.

On motion by S. M. Moore the recommendation of the committee was concurred in.

#### **Resolution No. 126**

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, The present system of electing national officers by referendum vote of the trade is unjust, as there is a possibility of electing a sanitary man for every office of the executive board; therefore be it

Resolved, That the second, sixth and seventh vice presidents shall be reserved to the general ware men only.

The committee recommended rejection.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion carried.

#### **Resolution No. 202**

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

Whereas, We think it expensive and unnecessary for the general ware branch and sanitary branch to meet together

each year in convention, when the wage agreement for each branch runs for two years; and

Whereas, We think it would be more satisfactory for each branch to have its own executive officers separately, thereby avoiding all clashing of interests, etc; therefore be it

Resolved, That hereafter the general ware branch meet in convention the year the agreement expires for that branch, and the sanitary branch meet the same way just prior to the expiration of the sanitary agreement; and be it further

Resolved, That hereafter there be six vice presidents, the first, third and fifth to be elected from the sanitary branch, who will, together with the National President and Secretary Treasurer, constitute the Executive Board of the Sanitary branch, and the second, fourth and sixth vice president to be elected from the general ware branch, who, together with the National President and Secretary-Treasurer, will constitute the Executive Board of the general ware branch. Each branch to elect their own vice presidents; and be it further

Resolved, That our method of nomination and election of National President and Secretary-Treasurer be changed in this way: Each branch to nominate as at present, except they must be made from their own branch. The nominee for each office and from each branch receiving the highest number of votes, by their respective branch shall then stand for election, by the combined vote of the trade. Both branches and the one receiving the majority of all votes cast shall be declared elected and shall serve two years; and be it further

Resolved, That at all conferences or Executive Board meetings only the members of the Executive Board of the branch affected shall be permitted to be present. The National President and Secretary-Treasurer shall meet with each board.

The committee recommended rejection.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion carried.

#### Resolution No. 58

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, It seems almost an impossibility to make members attend their craft, or local meetings; therefore be it

Resolved, That on and after September 1, 1915, all shops not represented at each and every meeting of their respective locals shall not be allowed to vote for delegates to the National Convntion. (This resolution applies only to craft locals).

The committee recommended rejection.

On motion by S. M. Moore the recommendation of the committee was concurred in.

#### Resolution No. 24

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

Whereas, We believe, aside from the National President and Secretary, the members of the standing committees have a better knowledge of the wage scale, and the necessity of changes in same from time to time, than most of our members,

and they are also familiar with all settlements made, outside of those made at the conference, held prior to the expiration of the wage agreement; therefore be it

Resolved, That at this and each succeeding conference between the N. B. of O. P. and the Western Manufacturers' Association, the chairman of each standing committee of the branch affected by the expiration of agreement, shall by virtue of his office attend each conference as a member of that committee.

The committee recommended adoption by omitting the word "Western" before the word "Manufacturers."

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion carried.

The Law Committee made the following ruling in reference to Resolution No. 24 at Monday morning's session, July 12th:

"That the outgoing chairman of the standing committee shall be the representative from that body on conference, and this same rule will be carried out in the future."

On motion by S. M. Moore the ruling was adopted.

#### **Resolution No. 22, by Local Union No. 12.**

The committee recommended rejection.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion by Thomas Dennis that Resolution No. 22 be referred back to the committee.

The motion to refer back carried.

Announcements were then made by the chairmen of the different committees after which the convention adjourned.



## Thursday, July Eighth

### AFTERNOON SESSION

The convention was called to order by President Menge.

All members present at roll call.

The minutes of morning session were read and approved.

#### REPORT OF COMMITTEE ON LAW.

##### Resolution No. 201

By Local Union No. 79 (Sanitary, Mixed) Columbus, Ohio.

Whereas, We, the members of Local Union No. 79, don't think it fair that our national officers should want to leave us for any political office; therefore be it

Resolved, That when any salaried national officer of the N. B. of O. P. announces his name for any political office to be elected by the people he shall resign at once as an officer of the N. B. of O. P.

The committee recommended rejection.

On motion by S. M. Moore the recommendation of the committee was concurred in.

##### Resolution No. 28

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

Whereas, Other organizations have their walking delegates who are always on the job; therefore be it

Resolved, That we have a walking delegate, to act as national statistician and national organizer, for the general ware trade in the East Liverpool district, whose duty it shall be to assist the national officers in effecting settlements; investigating grievances; gather statistics and compile same for the use of the national officers, conference committees, standing committees and local unions who desire statistics. He shall talk with non-members and try to bring them into the several locals, also suspended members and members in arrears, who may by this means be kept in their local. He shall also act in the capacity of statistician for all branches of the trade; take measurements and sizes of kilns, and collect dues, initiation fees and reinstatement fees; keep a correct record of same and turn over dues and one per cent to the different locals, and report to each local as regular as possible everything coming under his notice, any information effecting said local; any violation of agreement, or laws, or any irregularities to be reported to local having jurisdiction, and to national officers if thought proper, or at once notify offenders to discontinue

same. He shall be invested with all the power that can be given him under our laws and agreements. He shall be elected the same as our national officers, with a seat and vote in the national convention with salary and expenses paid, and shall be chosen from the general ware trade; the salary to be stated by committee.

The committee recommended the following substitute for Resolution No. 28:

Resolved, That each local appoint a committee, to be known as a local organizing committee, whose duty it shall be to organize all parties working at their particular branch, also to try to encourage delinquent members to pay up.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion carried.

## REPORT OF COMMITTEE ON SANITARY PRICE LIST

### Resolution No. 160

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.

Whereas, Our present rules and agreements governing the equal division of work are a detriment to the trade in general; therefore be it

Resolved, That there shall be no classification or specialization of work and during times of depression all work shall be equally divided in so far as it is possible to do so.

The committee recommended that Resolution No. 160 be referred back to local to be presented at the next convention.

On motion by George M. Martin the recommendation of the committee was concurred in.

### Resolution No. 129

By Local Union No. 72 (Sanitary, Mixed) Evansville, Ind.

Whereas, The inconvenience caused by, and the injustice of the present hours of paying employes of sanitary potteries are too well known to need elucidation except to say that the two plants in Evansville now pay their employes at 4:30 o'clock p. m., on each Saturday; therefore be it

Resolved, That the next conference committee of the N. B. of O. P. shall do all in its power to make Friday not later than 3:30 p. m. of each week, the uniform pay time in the sanitary branch of the trade.

The committee recommended that Resolution No. 129 be referred back to the local to be presented at the next convention.

On motion by George M. Martin the recommendation of the committee was concurred in.

### Resolution No. 127

By Local Union No. 72 (Sanitary, Mixed) Evansville, Ind.

Whereas, We believe that the present apprentice rule was made to take care of an abnormal and an unusual demand for

sanitary pressers; and

Whereas, We believe that the spirit and intent of both parties thereto was to change same and go back to the rule then in force as soon as the abnormal and unusual demand for pressers was ended; and

Whereas, We believe it to be an injustice to the sanitary presser to allow this last apprentice rule to stand longer; therefore be it

Resolved, That this convention provide means whereby this rule may be abolished and the true spirit of the parties thereto be carried out.

The committee recommended that Resolution No. 127 be referred back to the local to be presented at the next convention.

On motion by George M. Martin the recommendation of committee was concurred in.

### **Resolution No. 195**

By Local Union No. 46 (Sanitary, Mixed) Wheeling, W. Va.

Whereas, Our working rules governing the sanitary pressers allow them to make up their loss in the bisque kilns when they are working on stint, or not making a full day's work, and when such loss does not exceed the established day's work; and

Whereas, We believe such a rule only encourages the firm to make a cheaper body of clay and thereby the presser is held responsible for defective ware which is not due to his workmanship, and allowing the firm to break ware just because they have the privilege of making it up in the shop; therefore be it

Resolved, That this rule be abolished entirely and that no ware broken in the bisque kilns be made up in the shop under any pretext whatever.

The committee recommended rejection.

On motion of George M. Martin the recommendation of the committee was concurred in.

## **REPORT OF FINANCE COMMITTEE.**

### **Resolution No. 29**

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

Whereas, There has been some controversy from time to time, in different branches of the trade, in regard to the old men not being competent, because of their advanced age, and many have been forced out of the trade because they could not follow the pace set by the younger men, in many cases, and because of the speeding up system forced upon us in some instances by the manufacturers and by the increased wage of the helpers in others. It is a duty of the young to care for the old; therefore be it

Resolved, That the state should and some time must, provide old age pensions by law, for those who have toiled long, and have been useful to society, but for various causes have not been able to lay by a competence sufficient to sustain them

and their dependents after they are pushed down and out, and their places taken by the younger and faster men.

Resolved, That the delegates to A. F. of L. convention present a resolution to demand old age pension laws for industrial workers, from the United States congress at the earliest date; and be it further

Resolved, That until the state decides to take care of this ever increasing class of workers, no longer able to secure work, we as a progressive organization shall take care of our own, by providing old age and incompetence, pensions in the following manner: By diverting one-half of the present one per cent defense fund from now on into a fund to be used for the purpose of granting adequate pensions to all members who have lost positions because of age, and who are unable to secure work at their trade for this cause, or who because of advanced age are not competent to earn enough to live on at their trade. All such members shall be eligible to apply for a pension who, at the time of their last employment, were not more than three months in arrears for dues, and who had a fair average attendance at local meetings. The eligibility of applicants shall be determined by the trustees of the local union, who shall recommend the granting of all pensions and shall certify the same to the National Secretary-Treasurer, who in turn shall place his name on list of pensioners, and keep it there until notified by the trustees to discontinue same. There shall be no publicity of applicants for pension at any time. The pension shall be allowed on the first day of each month. The amount of each monthly allowance shall be determined and fixed by the committee passing on this resolution. Also the age when a member may become a beneficiary of this fund. When this fund becomes sufficiently large to carry the pensioners, the one-half of the one per cent set aside to create said fund, shall be reverted to the one per cent fund for defense, as at present.

This resolution to be in effect January 1st, 1916, and the one-half of one per cent to create this fund, shall be set aside, commencing the 1st day of August, 1915.

The committee recommended the adoption of the above resolution with the exception of the last part which provides that the N. B. of O. P. shall endeavor to pay such old age pensions pending action of the state.

Motion by A. V. Gilbert that the recommendation of the committee be concurred in.

Amendment by Charles Gallagher that the convention go on record as endorsing old age pensions.

Amendment carried.

The motion as amended carried.

### Resolution No. 90, by Local Union No. 45.

The committee offered a substitute for Resolution No. 90. On motion by A. V. Gilbert the substitute was adopted.

Resolution No. 30, by Local Union No. 16, which had been laid over until action had been taken on Resolution No. 90, was then taken up.

The recommendation of the Law Committee was to reject Resolution No. 30.

The motion before the convention was to concur in the



recommendation of the committee.

Motion my M. J. O'Shea that the entire matter be tabled.  
Motion to table lost.

The motion to concur in the recommendation of the Law Committee, which was to reject Resolution No. 30, lost.

Motion by T. B. Dennis that we reconsider Resolution No. 90.

Motion carried.

Motion by George M. Martin that Resolutions Nos. 30 and 90 be referred to Finance Committee for reconstruction.

Motion carried.

(For final action on Resolutions Nos. 30 and 90 see Saturday's minutes, July 10th).

### Resolution No. 134

By Local Union No. 79 (Sanitary, Mixed) Columbus, Ohio.

Whereas, A great many of the men are misinformed about different pieces of ware made in the different shops and in all departments, and we feel that the time is ripe to have a man in the field to look after such work, which would be a great benefit to the N. B. of O. P.; therefore be it

Resolved, That when any specialty comes out it shall be the duty of one of the vice presidents to go at once and stay on the job until he sees that the men are properly paid for said work; this to apply to all branches of the N. B. of O. P. and members.

The committee recommended rejection.

Motion by A. V. Gilbert that the recommendation of the committee be concurred in.

Motion carried.

### Resolution No. 161

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.

Whereas, We are all led to believe, and do know, that a great number of the membership of the N. B. of O. P. are very much in need of education along the lines of unionism; and

Whereas, There is no provision made for an organizer in our ranks; therefore be it

Resolved, That an organizer, or an evangelist on unionism, be appointed or elected for one year along with the members of the executive board; and be it further

Resolved, That his salary shall not exceed the amount paid the health inspector.

The committee recommended rejection.

On motion by A. V. Gilbert the recommendation of the committee was concurred in.

### Resolution No. 146

By Local Union No. 82 (Sanitary, Mixed) Chillicothe, Ohio

Whereas, A large number of workmen in the general ware trade in Trenton and East Liverpool, are not members of the N. B. of O. P.; and

Whereas, These workmen are enjoying the benefits and conditions made by the N. B. of O. P.; therefore be it



Resolved, That on the last day of the 1915 convention the executive board shall appoint a committee to organize the skilled branches of the general ware trade. The committee shall be composed of three men from Trenton, and three men from East Liverpool. The pay of the committee shall be the same as that of the standing committee.

The committee recommended rejection.

On motion by A. V. Gilbert the recommendation of the committee was concurred in.

#### Resolution No. 194

By Local Union No. 96 (Grog Clay Workers) Perth Amboy, New Jersey.

Whereas, When the members of Local No. 96 were locked out one brother was ineligible to strike benefits; and

Whereas, Local 96 paid him strike benefits for six week; therefore be it

Resolved, That Local 96 be reimbursed from the National Defense Fund.

The committee recommended adoption.

On motion by A. V. Gilbert the recommendation of the committee was concurred in.

#### REPORT OF COMMITTEE ON STATE OF ORDER

##### Resolution No. 85

By Local Union No. 44 (General Ware, Mixed) Sebring, Ohio.

Whereas, Many changes have taken place in the general ware trade by casting ware that heretofore has been jiggered and stuckup, thereby throwing the stickerup out of employment; therefore be it

Resolved, That when a vacancy occurs on a casting bench, for an apprentice, a stickerup who has served two years or more, be given the preference, and that he shall not be compelled to serve more than three years apprenticeship, said apprenticeship to be paid at 20 off first year, 15 off second year, 10 off third year.

The committee recommended the adoption of Resolution No. 85 with the following amendment:

"That when a vacancy occurs on a casting bench for an apprentice, a sticker-up be given preference but shall serve five years apprenticeship, the same as pressers."

Motion by S. B. Burgess that the recommendation of the committee be concurred in.

The motion to adopt the recommendation of the committee lost.

Motion by Thomas Bayley that Resolution No. 85 be adopted as read.

Motion to adopt Resolution No. 85 carried.

Motion by Harry Lowe that Brother J. Vern Johnston be allowed to present a resolution.

Motion carried.

Motion by George Sassaman that Brother James Clark be permitted to present a resolution.

Motion carried.

**Resolution No. 107**

By Local Union No. 53 (Finishers) East Liverpool, Ohio.

Whereas, There has been much contention between jiggermen and finishers over the finishing price of butter bottoms, which when done by the sticker-up pays four cents per dozen for finishing, and as some jiggermen have been paying two cents to non-union finishers and claiming the other two cents went for sponges, tools and board moving, we as union finishers consider this an injustice that should be made right; therefore be it

Resolved, That in the future four cents shall be the finishing price for butter bottoms for all who do the work.

The committee recommended adoption by striking out the words "four cents" and adding the words "two and one-half cents when done by finishers."

Motion by S. B. Burgess that the recommendation of the committee be concurred in.

Amendment by Homer Owen that we strike out two and one-half cents and insert three and one-half cents.

Motion by F. W. Gratton that the question of price for finishing butter bottoms be referred to the Executive Board.

The motion to refer Resolution No. 107 to the Executive Board carried by a vote of 40 for to 37 against.

Announcements were then made by the chairmen of the different committees after which the convention adjourned.

## Friday, July Ninth

### MORNING SESSION

The convention was called to order by President Menge.

All members present at roll call.

Minutes of previous session were read and approved.

Reading of resolutions which had been presented at the close of Thursday afternoon's session.

Resolution No. 221, by J. Vern Johnston, was read and referred to the Committee on Law.

Resolution No. 222, by the delegates of Local Union No. 35, was read and referred to the Committee on Law.

### REPORT OF COMMITTEE ON STATE OF ORDER

#### Resolution No. 84

By Local Union No. 44 (General Ware, Mixed) Sebring, Ohio.

Whereas, Casting is fast becoming a practice in the potteries, and many of our men are being thrown out of a situation through the same, we, the dishmakers, feel that we should prepare to meet the emergency; therefore be it

Resolved, That the dish makers shall have the preference on all work on the dishmakers' list, when the same is removed to the casting bench.

The committee recommended adoption.

Motion by S. B. Burgess that the recommendation of the committee be concurred in.

Amendment by T. M. Woods that the words "but he shall not employ a helper when casting," be added to the resolution.

Amendment carried.

The motion as amended carried.

#### Resolution No. 203, by Local Union No. 45.

The committee recommended rejection.

Motion by S. B. Burgess that the recommendation of the committee be concurred in.

Motion by Thomas Dennis that Resolution No. 203 be referred to the Sanitary Price List Committee.

Motion carried.

(For final action on Resolution No. 203 see Monday morning's minutes).

#### Resolution No. 106

By Local Union No. 53 (Finishers) East Liverpool, Ohio.

Whereas, There is nothing in our laws or agreements regulating the finishing price of an article on which the jig-

gering price has been advanced; therefore be it

Resolved, That whatever rate per cent a jiggered article may be advanced in price, the same rate per cent of increase shall apply to th finishing price of article or articles affected.

The committee recommended adoption.

On motion by S. B. Burgess the recommendation of the committee was concurred in.

### Resolution No. 191

By Local Union No. 96 (Grog Clay Workers) Perth Amboy, New Jersey.

Whereas, At the last convention a scheme was drawn up for the use of the union label on ware; and

Whereas, Nothing definite has occurred regarding the adoption of the same; therefore be it

Resolved, That steps be taken to strenuously advocate the adoption of same as early as possible.

The committee recommended adoption.

On motion by S. B. Burgess the recommendation of the committee was concurred in.

## REPORT OF COMMITTEE ON GENERAL WARE PRICE LIST

### Resolution No. 55

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, Under the present system of 162 cubic feet for glost, and 212 cubic feet for bisque per kilnman's day work, the kilnmen are compelled to do what is considered big time in order to make fair wages; therefore be it

Resolved, That 283½ cubic feet shall constitute a day's work in glost, and 368 cubic feet shall constitute a day's work in bisque, at \$4.00 per day for both bisque and glost, and no kilnman shall be allowed to do more than one day's work in any one day, unless it is necessary to do so to finish a kiln. The extra time necessary to put in a kiln to be put on an extra time sheet and divided among the crew.

Kilnmen shall work eight hours each and every day for the placing of 283½ cubic feet for a glost day's work and 368 cubic feet for a bisque day's work. The bench boss shall receive \$5.00 for each day's work in kiln, and extra time proportionately.

When the saggars are placed flat on in the first ring in glost kilns, the kilnmen shall receive one-half day extra on a 14-6 diameter kiln, three-fourths of a day extra on a 15-6 diameter kiln, one day extra on a 16-6 diameter kiln, one and one-fourth days extra on a 17-6 diameter kiln and all larger size kilns in proportion.

When the saggars are placed flat on in the first ring in bisque kilns, the kilnmen shall receive three-eighths of a day extra on a 14-6 diameter kiln, one-half day extra on a 15-6 kiln, fixe-eighths of a day extra on a 16-6 diameter kiln, one day extra on a 17-6 diameter kiln, and all larger size kilns in proportion.

The committee recommended the adoption of Resolution

No. 55 with the last two clauses stricken out, and that eight hours shall constitute a day's work, including lunch time.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Recommendation of the Committee on President's report.

The committee on Officers' Report had recommended that the part of the President's report (demands affecting wage scale) be referred to the General Ware Price List Committee for immediate consideration at Tuesday morning's session.

The General Ware Price List Committee's recommendation reads as follows:

"The sense of the price list committee is that we agree to comply with the President's report as near as possible."

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion by Thomas Bayley that the report from the General Ware Price List Committee on the recommendation of the Committee on President's Report be tabled.

Motion to table carried.

Motion by Anthony Spair that we take up Resolution No. 77, by Local Union No. 40.

The motion to take up Resolution No. 77 carried by a vote of 69 for to 23 against.

### Resolution No. 77.

By Local Union No. 40 (Jiggermen and Dishmakers) Trenton, N. J.

Whereas, It is the hope and aspiration of every member of Local Union No. 40, jiggermen and dishmakers, to receive an advance in wages; and

Whereas, The high cost of living makes an increase in wages a necessity; therefore be it

Resolved, That the twenty-fifth annual convention demand a ten per cent advance in wages to apply to all branches of the general ware trade.

The recommendation of the committee was to reject Resolution No. 77.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

Resolution No. 55, by Local Union No. 35, was again taken up.

The recommendation of the committee was to adopt the resolution with the elimination of the two last clauses, and that eight hours shall constitute a day's work, including lunch time.

Motion by J. Vern Johnston that the resolution be referred back to the committee.

Motion by George M. Martin that in the event Resolution No. 55 is adopted the mistake shall be rectified, making it to read 371 cubic feet instead of 368 cubic feet for a bisque day's work.

Motion carried.

Announcements were then made by the chairmen of the different committees, after which on motion by Homer Owen the convention recessed until 2:30 p. m.



## Friday, July Ninth

### AFTERNOON SESSION

The convention was called to order by President Menge.

All members present at roll call.

Minutes of the morning's session were read and approved.

Resolution No. 55, by Local Union No. 35, which was before the convention at the close of the morning's session, was the first business to be taken up.

The recommendation of the General Ware Price List Committee was to adopt the resolution as amended.

The motion before the convention was to adopt the recommendation of the committee.

The motion to adopt Resolution No. 55 as amended by the committee carried.

Motion by R. A. McDevitt, that all demands for an increase passed by this convention shall be submitted to a referendum vote of the trade. The executive committee to retain inviolate the results of same as a guide to action in the next conference.

Amendment by C. A. Dorff, that if the propositions are referred to a vote of the trade they shall be voted on as a whole.

Amendment to the amendment by Granville Alvis, that all resolutions calling for an increase shall be submitted to the trade for a referendum vote, and if the propositions do not carry they shall be omitted from the list of propositions to be presented to the conference.

Amendment to the amendment carried.

Amendment carried.

The motion as amended carried.

Motion by Robert E. Wellslager, that every resolution asking for an increase of wages coming from General Ware Price List Committee, carries with it the endorsement that each delegate voting for same will go to the point of a strike.

The motion carried by a vote of 40 for to 31 against.

#### Resolution No. 27

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

Whereas, We, the jiggermen of Local Union No. 12, consider it an injustice to be compelled to pay clay carriers to deliver clay to our benches, as we consider this work should be paid for by the firm; therefore be it

Resolved, That at the expiration of the present agreement, it shall be the duty of the manufacturers, where clay carriers are employed, to deliver the clay free of charge to the bench of all clay workers employed in the general ware branch of the pottery industry.

The committee recommended adoption.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion by J. Vern Johnston that we strike out the words "where clay carriers are employed."

Motion carried.

Motion by R. A. McDevitt that the recommendation of the committee on Resolution No. 27 be tabled "subject to call."

Motion carried.

### Resolution No. 2

By Local Union No. 4 (General Ware Pressers) East Liverpool, Ohio.

Resolved, That all clay shops be swept every night after six o'clock at the expense of the firm; and be it further

Resolved, That all firms provide a clay carrier free of charge to the employes.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

### Resolution No. 72

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Resolved, That all general ware day wage pressers and castors be paid \$4.00 per day and that 50 hours shall constitute a week's work.

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 86

By Local Union No. 44 (General Ware, Mixed) Sebring, Ohio.

Resolved, That the National Brotherhood of Operative Potters make a request of the United States Potters' Association that provision be made whereby all employes may purchase, for their own use, ware at the lowest wholesale price.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

### Resolution No. 120

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, Considerable dissatisfaction has arisen between the manufacturers and the members of the National Brotherhood of Operative Potters with regard to the changing of sagers by many of the firms, thereby increasing the labor of kilnmen, saggermakers and dippers, and giving one firm an unjust advantage over another; therefore be it

Resolved, That the following uniform standard for sagers be adopted:

	Height	Space	No. Holes	First Hole From Bottom
Teas and fruits .....	10 $\frac{1}{4}$	1 $\frac{1}{8}$	8	$\frac{3}{4}$ in.
Coffees .....	9 $\frac{1}{8}$	1 $\frac{1}{8}$	7	$\frac{3}{4}$ in.
Double five inch .....	8	1 $\frac{1}{8}$	6	$\frac{3}{4}$ in.
Single, banjos, 5, 6 and 7 in	11	1 $\frac{1}{4}$	8	$\frac{3}{4}$ in.
Seven inch cover sagger .....	10 $\frac{1}{4}$	1 $\frac{7}{8}$	5	1 in.
Steak sagger 9, 10 and 12 in....	10 $\frac{1}{2}$	1 $\frac{1}{2}$	5	1 in.
14, 16 and 18 inch....	9	1 $\frac{7}{8}$	4	1 $\frac{1}{2}$ in.
Tommy Davis .....	9 $\frac{1}{2}$	1 $\frac{3}{8}$	6	1 $\frac{1}{4}$ in.
Yokes .....	9 $\frac{3}{4}$	1 $\frac{3}{8}$	6	1 $\frac{1}{4}$ in.
Wash Bowls .....	9 $\frac{3}{4}$	2 $\frac{1}{4}$	4	0

Common saggars not to exceed 56 inches in circumference.

Strips on sagger bench not to be over three-fourths of an inch thick.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

### Resolution No. 112

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, It has always been the custom for the bisque kilnmen to help carry out green saggars, thus making extra work, which we think is an injustice to them; therefore be it

Resolved, That after the expiration of the present agreement, all green saggars shall be delivered to the kiln in which said saggars are to be placed, at the expense of the firm.

The committee recommended adoption.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Amendment by Hubert Hunt that no extra hardships be placed on the saggermaker if Resolution No. 112 is adopted.

Amendment carried.

Motion as amended carried.

### Resolution No. 57

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Resolved, That on and after October 1, 1915, all china kilnmen be paid at the rate of \$2.25 per kilnman's day, and all ware cleaned.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

### Resolution No. 71

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Resolved, That all articles being made under protest be paid at the makers' price until settled.

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

**Resolution No. 70**

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Resolved That 12's jugs be increased from 55 cents per dozen to 60 cents per dozen.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

**Resolution No. 1**

By Local Union No. 4 (General Ware Pressers) East Liverpool, Ohio.

Whereas, A presser is unable to make living wages in reasonable hours at prevailing prices on sugars; therefore be it

Resolved, That the convention demand 70 cents per dozen for 36's sugars, 75 cents for 30's sugars and 80 cents for 24's sugars, pressed.

The committee recommended rejection.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

**Resolution No. 3**

By Local Union No. 4 (General Ware Pressers) East Liverpool, Ohio.

Whereas, It takes more time and care to stick on a handle that is worked down all around; therefore be it

Resolved, That all handles worked down all around be allowed 12 per cent on, either pressed or sticking-up after the jigger.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

**Resolution No. 4**

By Local Union No. 4 (General Ware Pressers) East Liverpool, Ohio.

Whereas, A presser is unable to make living wages in reasonable hours on ewers and sauce boats at prevailing prices; therefore be it

Resolved, That our conference committee demand that 92 cents be the minimum price for all toilet ewers pressed or casted, and 52 cents be asked for sauce boats pressed.

The committee recommended adoption of above resolution with the ewers eliminated.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

**Resolution No. 173**

By Local Union No. 94 (Warehousewomen) East Liverpool, O.

Resolved, That on all glost kilns women shall not dress

ware while drawing unless paid extra by firm or forelady.

The committee recommended the adoption with the last seven words stricken out.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### **Resolution No. 174**

By Local Union No. 94 (Warehousewomen) East Liverpool, O.

Resolved, That no man or boy take a woman's place in drawing kilns.

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

#### **Resolution No. 175**

By Local Union No. 94 (Warehousewomen) East Liverpool, O.

Whereas, There is no recognized uniform scale for piece work ware dressers; therefore be it

Resolved, That they do 225 dozen for \$1.00, and they shall not dress bakers, nappies or hollow ware. There shall be one selection, R. K. thirds and lump.

The committee recommended the rejection of Resolution No. 175 and offered the following substitute:

Whereas, There is no recognized uniform scale for piece work ware dressers; therefore be it

Resolved, That the National President be empowered by this convention to appoint a committee to gather statistics to form a uniform scale for piece work ware dressers.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

#### **Resolution No. 177**

By Local Union No. 94 (Warehousewomen) East Liverpool, O.

Resolved, That eight hours shall constitute a day's work for brushers.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### **Resolution No. 172**

By Local Union No. 94 (Warehousewomen) East Liverpool, O.

Resolved, That on all kilns that have nine or ten men five women be given, and all bisque kilns that are drawn by more than ten men one extra woman be given.

The committee recommended that above resolution be withdrawn.

On motion by T. M. Woods the recommendation of the committee was concurred in.



**Resolution No. 171**

By Local Union No. 94 (Warehousewomen) East Liverpool, O.

Resolved, That where excessive flat is placed in bisque kilns one extra woman be given.

The committee recommended the withdrawal of the above resolution.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

**Resolution No. 170**

By Local Union No. 94 (Warehousewomen) East Liverpool, O.

Resolved, That there be no less than four women on kilns that are drawn with eight men, or less, and that they be paid \$1.25 for each woman.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

**Resolution No. 14**

By Local Union No. 12 (Jiggersmen) East Liverpool, Ohio.

Resolved, That we ask for the adoption of a uniform scale of wages for batters-out and mould-runners. The batters-out, mould-runners and finishers to be paid from the office, and the employment of these helpers be taken out of our hands entirely. We also ask for a uniform or limited day's work for each jigger, to be based on statistics furnished. We also ask the illimination of the present carrying out system; the changing of moulds; the throwing out of old moulds and putting in of new moulds; the oiling of moulds; the gathering of working boards and all work which takes the jiggerman away from his jigger. And we ask that a national committee be appointed to carry out the proposals of this resolution, the settlement of same to be final.

The committee recommended the adoption of the above resolution with the first four lines stricken out.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

**Resolution No. 12**

By Local Union No. 12 (Jiggersmen) East Liverpool, Ohio.

Whereas, The western standing committee has recommended that a uniform price, and a uniform size list be established for mixing bowls; therefore be it

Resolved, That the 25th Annual Convention recommend a uniform size, and a uniform price list for mixing bowls, adding 20 per cent above C. C. price list.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

**Resolution No. 13**

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

Whereas, There are many different prices and sizes of lemonade and chocolate mugs; the prices for jiggering ranging from 3 ½ to 9 cents per dozen; and

Whereas, The western standing committee has recommended that a uniform size, and price list be established; therefore be it

Resolved, That a committee be appointed to gather statistics, and a uniform size and price list be adopted for jiggering lemonade and chocolate mugs.

The committee recommended adoption.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

**Resolution No. 21**

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

Resolved, That festoon price be paid for all plain edge jiggered ware.

The committee recommended adoption.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

**Resolution No. 12**

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

Whereas, The cup maker has to stand for all the ware he makes until it reaches the greenhouse; therefore be it

Resolved, That the cup maker stand only for his own loss and the firm to pay him for all ware except his own loss.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

**Resolution No. 73**

By Local Union No. 40 (Jiggermen and Dishmakers) Trenton, N. J.

Whereas, We believe the time has come to establish a uniform price list for making china; therefore be it

Resolved, That at the twenty-fifth annual convention a committee be appointed to draft a uniform china price list, said committee to meet within thirty days from time of appointment.

The committee recommended adoption.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

**Resolution No. 42**

By Local Union No. 25 (Packers) East Liverpool, Ohio.

Whereas, The packing trade has depreciated in value on

account of the difference in the class of work packed now and when the present price list for packing was adopted; and

Whereas, On account of the high cost of living expenses at the present time, journeymen packers are working under a great disadvantage compared with other trades, which have been steadily advanced; and

Whereas, The members of Local Union No. 25 consider it a hardship on the packers to have to work at the same scale of wages settled by a much earlier conference; therefore be it

Resolved, That the packing price list be revised as follows:

No. 0, 50 cents each; No. 1, 45 cents each; No. 7, 20 cents each; 20 inch to 24 inch barrel, inclusive, 15 cents each; all other barrels below a 20 inch head, 12½ cents straight; and be it further

Resolved, That all journeymen packers working day wage shall receive \$3.50 per day of nine hours, with the exception of pay day, which shall be eight hours. Apprentices working piece work shall be paid as follows:

First year, 33 ⅓ per cent off; second year, 25 per cent off; third year, 10 per cent off, and fourth year, journeyman.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

### Resolution No. 98

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That all china packers shall be paid 10 per cent above the general ware packing price list.

The committee recommended adoption.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 140

By Local Union No. 80 (General Ware, Mixed) Huntington, West Virginia.

Whereas, At present there is no uniform price list in force in the decorating department; therefore be it

Resolved, That there be a committee appointed at this convention to gather data for the purpose of compiling a working price list for this department; committee to report to convention in 1916 for revision, final report to be made to 1917 convention.

Resolution No. 140 was adopted at Wednesday afternoon's session with the words "At this convention," stricken out and the words "by the National President" inserted.

The resolution was again taken up at Thursday morning's session and referred to the General Ware Price List Committee.

The General Ware Price List Committee recommended the adoption of Resolution 140 as amended with the elimination of the kilnfiremen and kilnplacers.

On motion by T. M. Woods the recommendation of the committee was concurred in.

**Resolution No. 165**

By Local Union No. 91 (Decorators) Trenton, N. J.

Whereas, We believe that the welfare of our members is being seriously injured by the manufacturers employing non-local workmen; and

Whereas, We believe this to be unjust discrimination against local labor; therefore be it

Resolved, That the manufacturers be requested not to employ non-local workmen, as long as the union can supply workmen competent to do the work required.

The committee recommended that Resolution No. 165 be withdrawn.

On motion by T. M. Woods the recommendation of the committee was concurred in.

**Resolution No. 166**

By Local Union No. 91 (Decorators) Trenton, N. J.

Whereas, In some decorating shops where the piece plan system is used, there is no list subject to the inspection of workmen; and

Whereas, We believe that such a list should be in every shop; therefore be it

Resolved, That each decorating shop shall have a list of patterns and prices of such patterns in the shop, open to the employe seeking information.

The committee recommended adoption.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

**Resolution No. 93**

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That all crates shall be 75 cents, excepting teas, mugs and dinner sets, which shall be 85 cents each.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

**Resolution No. 169**

By Local Union No. 91 (Decorators) Trenton, N. J.

Resolved, That each decorating shop shall be swept at least twice each week, at the expense of the firm; also be it

Resolved, First—That all ware brought to liners and gilders must be clean and ready for use.

Second—That all bisque be smooth and clear of flint.

Third—Any sand papering of bisque ware to be done at extra expense to the firm.

The committee recommended that the above resolution be withdrawn.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

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**Resolution No. 168**

By Local Union No. 91 (Decorators) Trenton, N. J.

Whereas, In some decorating shops it is known that employes are working overtime, mornings, evenings and Sundays during the busy season; and

Whereas, At the same time there are many of our trade unemployed whom we feel should have this extra work; therefore be it

Resolved, That the hours of work for liners and gilders shall be from eight until twelve and from one until five o'clock; and also be it

Resolved, That the manufacturer be requested to employ extra help during the busy season.

The committee recommended that Resolution No. 168 be withdrawn.

On motion by T. M. Woods the recommendation of the committee was concurred in.

**Resolution No. 132**

By Local Union No. 79 (Sanitary, Mixed) Columbus, Ohio.

Whereas, We believe our conferees have too much power given them, and we feel such power should be taken away from the conferees; therefore be it

Resolved, That when any resolutions pass the convention the conferees shall do all in their power to get the resolutions through the conference, and not take them off the list without first getting leave of the trade, that the resolutions apply to by a referendum vote, and it shall take a majority of the total vote cast by the trade the resolutions apply to.

Action on Resolution No. 132 had been deferred until the General Ware Price List Committee had reported on the recommendation of the Committee on President's report.

The recommendation of the Law Committee was to reject the resolution.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion carried.

Announcements were then made by the chairmen of the different committees after which the convention adjourned until Saturday morning.



## Saturday, July Tenth

### MORNING SESSION

The convention was called to order by President Menge.  
All members present at roll call.  
Minutes of previous session were read and approved.

#### REPORT OF COMMITTEE ON STATE OF ORDER

##### Resolution No. 209 by Anthony Spair

Resolved, That there be established a sick society in every shop and every worker on the shop shall be eligible to membership therein. One dollar shall be the membership fee to be deposited with the treasurer elected by said members, and that whenever a member takes sick or becomes incapacitated a collection shall be taken from the members of the society to cover the payment of \$5.00 per week benefit for 13 weeks. A sick committee to be elected by the members to have jurisdiction over same.

The committee recommended adoption.

Motion by S. B. Burgess that the recommendation of the committee be concurred in.

Motion by R. H. Smith that the resolution be tabled.

The motion to table carried.

##### Resolution No. 220.

By Delegates J. Vern Johnston, Thomas Gilligan, Anthony Spair, T. B. Dennis, James Bailey, Charles A. Eddie, Homer C. Owen, J. W. Denning, R. W. Daley, Fred Booth, Bert Whitacre, Leroy Fowler and A. C. Townley.

Resolved, That this convention go on record as reaffirming its former attitude toward industrial unionism; and be it further

Resolved, That the local unions of the N. B. of O. P. do all that is in their power to induce all employes in the potteries to join the N. B. of O. P.

The committee recommended adoption.

On motion by S. B. Burgess the recommendation of the committee was concurred in.

##### Resolution No. 217, by Local Union No. 26

Whereas, We made application for W. F. Taylor's honorary membership to the N. B. of O. P.; and

Whereas, It had taken some time by our national officers to hunt up his record, and after Local 26 being notified of said membership card our secretary was to see Bro. Taylor and get

his money, leaving his employment at Kokomo, it was not attended to, Bro. Taylor claiming his right to it. Therefore we ask this convention to take this matter up in justice to Bro. Taylor.

The committee recommended rejection.

Motion by S. B. Burgess that the recommendation of the committee be concurred in.

Motion by Harry Lowe that the matter be tabled.

The motion to table carried.

## REPORT OF COMMITTEE ON FINANCE

### Resolution No. 88

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, During business depressions many of our members, through lack of employment, become delinquents, thereby unjustly subjected to forfeiture of several important privileges; therefore be it

Resolved, That any member involuntarily out of employment for four consecutive weeks or more, the local union of which he or she is a member (substantial proof being furnished) shall have the power in such cases to remit monthly dues, provided member was in good standing prior to his or her unemployment. The application for such remittance shall be made in person to the local financial secretary; and be it further

Resolved, That local unions shall be exempt from paying per capita tax on such members; the financial secretary shall keep a record and forward the same in his quarterly report to the national secretary.

The committee recommended rejection.

On motion by A. V. Gilbert the recommendation of the committee was concurred in.

### Resolution No. 5

By Local Union No. 4 (General Ware Pressers) East Liverpool, Ohio.

Whereas, We have no insurance to take care of our unemployed members in time of depression; therefore be it

Resolved, That the following be adopted:

Section 1. That the National Brotherhood of Operative Potters shall establish and maintain an unemployment insurance fund.

Section 2. The money necessary to establish and maintain such a fund shall be derived from the one per cent which is at present paid into the defense fund to be known as the unemployment fund of the N. B. of O. P., and to be used only for the payment of unemployment benefits, whether such unemployment be due to trade depression, strike or lock-out.

Section 3. No member shall be eligible to unemployment benefits who is not in good standing with his respective local, or whose unemployment has not exceeded at least three weeks. for such period over three weeks that said member may be unemployed he shall be entitled to regular benefits.

Section 4. Any member out of employment must register

his name and address in a book that shall be kept for that purpose by his or her respective local union, before he or she shall be entitled to unemployment benefits, unless excused for valid reasons.

Section 5. Any member out of employment who refuses to accept work when it is offered to him shall not be entitled to benefits.

Section 6. No member shall receive benefits for more than 13 weeks in one year.

Section 7. Any member guilty of paying less than one per cent of his earnings into the unemployment fund, or who is in arrears for more than one month for his or her dues or assessments, without further action, shall forego his or her right to receive benefits from the unemployment insurance fund, except as provided in Section 8.

Section 8. New members joining the N. B. of O. P., and suspended member paying a reinstatement fee after the establishment of the unemployment insurance fund, or members who have been disqualified by violation of the rules governing the unemployment insurance fund shall be required to give evidence of six months good standing in the organization before being eligible to benefits from such fund; in no case shall benefits be paid to a member who has lost his or her occupation as a direct result of sickness, injury, intemperance or bad workmanship.

Section 9. After August 1, 1915, each local union shall secure a book where each member shall register his or her name and address, and his or her place of occupation therein, at one meeting in each month, he or she shall place an X or O before his or her name to signify whether he or she is employed or unemployed, and any member not complying shall not participate in the benefits of this fund.

Section 10. The secretary of each local shall forward to the national secretary the amount of unemployment there has been in his local from August, 1915, until the next convention in 1916, when the national secretary shall make his report, then the convention shall decide what amount of weekly benefits shall be paid to each member.

Section 11. On August 1, 1916, this insurance shall be in force, and all the money which has been taken for one per cent from August 1, 1915, shall be placed in a separate fund, to be known as the out of employment insurance fund of the N. B. of O. P., and all other one per cent of the future shall be placed in this fund.

Section 12. All the interest which will be derived from the investment of this fund, shall be placed in the death insurance fund.

The committee recommended the following substitute for Resolution No. 5:

Resolved, That a committee of six, three from the East and three from the West, be appointed to procure data relative to the advisability of establishing an unemployment insurance fund, and the committee make its report to the 1916 convention.

Motion by A. V. Gilbert that the recommendation of the committee be concurred in.

Motion carried.

**Resolution No. 30**

By Local Union No. 16 (Saggersmakers) East Liverpool, Ohio.

Whereas, The members of Local Union No. 16 believe the present insurance laws unjust and unfair; and

Whereas, The insurance fund is kept up from the interest of the defense fund, and not from the payment of dues; and

Whereas, Every local union is compelled to pay per capita on each and every member unless suspended; therefore be it

Resolved, That any member who dies who has been a member of the N. B. of O. P. for two years, and is in good standing at the time of his taking sick, shall be entitled to the full amount of insurance, \$200.00; be it further

Resolved, That any member being suspended by his or her local shall be compelled to be a member of the organization for a period of 12 months from the time of reinstatement before being entitled to the full amount of insurance; and be it further

Resolved, That all laws conflicting with this resolution are hereby repealed.

The committee recommended rejection.

Motion by A. V. Gilbert that the recommendation of the committee be concurred in.

Motion by Harry Lowe that action on Resolution No. 30 be deferred until we hear the report as to the definition of what constitutes good standing by the Law Committee.

The motion to defer was withdrawn.

The motion to adopt the recommendation of the committee, which was to reject Resolution No. 30, carried.

**Resolution No. 90**

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, In the past it has been the custom to pay per capita tax on members placed on the sick list; therefore be it

Resolved, That any local having members on the sick list shall be exempt from paying per capita tax on such members.

The committee recommended substitute for Resolution No. 90:

When a member of a local union becomes sick or disabled his or her name shall be placed on the sick list, the local union of which he or she is a member shall pay said member's dues for the first three months of such illness from the local's funds, after which the financial secretary shall report his or her name to the National Secretary, who shall keep a record of all such cases. The local union shall be exempt from paying per capita tax on such members after three months and such members shall be exempt from payment of dues during such illness.

In making quarterly reports the financial secretary shall report names of such members on this list and shall deduct their per capita tax from the total. The local union shall have the power at any time to take a member from this list, if in their opinion he or she is no longer entitled to be thereon.

In case of death any member on this list shall be entitled to all benefits to which he was eligible when reported to the local.

Anyone who has been a member of the N. B. of O. P. for



two and one-half years, and is in good standing in the death insurance fund at the time of being taken sick, shall not have any deductions made from his death benefits in case of his failure, as a result of said sickness, to promptly pay his dues.

Motion by S. B. Burgess that the recommendation of the committee be concurred in.

Motion carried.

## REPORT OF COMMITTEE ON RESOLUTIONS.

### Resolution No. 206, by Delegates of L. U. No. 35

Resolved, That when a member is taken sick or shall be injured such sickness or injury shall be reported at next meeting of local to which he belongs; and be it further

Resolved, That it shall be made compulsory on the part of all employers to post copies of the factory laws in different states where same laws are in effect, in some conspicuous place where same can be read by workers therein. Failure to comply with same shall be liable to fine.

The committee recommended the following substitute for Resolution No. 206:

Resolved, That when a member in good standing in the trade is injured or is taken sick, such injury or such sickness shall be reported at the first regular meeting of the local of which he or she is a member; and be it further

Resolved, That this convention go on record as favoring a strict compliance with the rule regarding the posting of new factory laws, intended for the warning and protection of employes, in a conspicuous place in said factory, and that the fine attached for non-compliance with such order be rigidly enforced where violations occur.

On motion by Will T. Blake the recommendation of the committee was concurred in.

## REPORT OF COMMITTEE ON OFFICERS REPORT

We, your Committee on Officers Report, submit the following for your consideration:

Casting settlement and what followed—This part of the report we desire to call the attention of the organization to the action of some of the members of Local No. 4 in withdrawing from the Brotherhood because they did not agree with the settlement made by the Executive Board.

Pottery Investigation—While the committee realizes that this part of the report is chiefly copied from the report of the United States government commission investigating the pottery industry. We desire to take exception to the part of this report which intimates that the members of the Brotherhood are antagonistic to the manufacturers, claiming this spirit exists only so far as it is necessary to meet the antagonism of the manufacturers.

New plants and new locals—We notice that while there has been three new locals organized and only one has surrendered its charter, the membership of the organization has decreased by 263 members. This is owing to members being suspended for non-payment of dues.

We recommend that the organization use every means in their power to hold members who are lax in payment of dues.



**Tuberculosis Movement**—We commend the Health Committee for the efficient manner in which they have carried forward this movement and recommend that the movement be continued and this section of the report be referred to the Health Committee.

**The Potters Herald**—We recommend and praise the officers and manager of the Herald for the efficient manner in which they have administered the affairs of the printing plant and we desire to impress upon the delegates to do all in their power to assist the officers to make the printing plant a greater success by securing all the printing they can for the Herald printing plant.

**Demands Affecting Wage Scale**—We, your committee, recommend that this section be referred to the General Ware Price List Committee for consideration.

**Sanitary Casting Conference**—While there appears to be dissatisfaction with regards to Eastern members of the Executive Board, not calling a conference in May we, your committee, believe the conditions in the casting trade did not warrant the calling of a conference at this time. But we think that it should have been placed before the entire casting conference committee for a vote on the proposition.

**Lock-out and Strikes**—We recommend that the delegate from Perth Amboy to this convention be given an opportunity to make a brief report on the strike up to the present time. We further recommend that the same privilege be extended to the delegates from Local Union 78, Canada.

Motion by Lindlay that the report of the committee be adopted as read.

Amended by T. B. Dennis that the part of the report covering sanitary casting be referred to the Sanitary Price List Committee.

Amendment carried.

The motion as amended carried.

Delegate George Smith was here given permission to make a report on the lock-out situation at St. Johns, Canada.

Bro. George Smith was followed by delegate William Shenton, who gave a brief report of the conditions existing at St. Johns, Canada.

Motion by R. A. McDevitt that the written reports of the Canadian delegates be made a part of the minutes.

Motion carried.

### Special Report to Convention on Canadian Situation.

Although the first vice president in his report has given a very concise explanation of the cause of the trouble at St. Johns, Canada, and the members of Local Union 78 fully appreciate the good work of the national officers in this most difficult situation, we feel that it is necessary at this time to cite to the delegates assembled some of the conditions existing in St. Johns as a direct result of the lock-out at that place.

That the situation at St. Johns is serious and hard to handle is acknowledged by all who understand it, but just how serious, does not seem to be realized by the rank and file of the trade.

The men at the Dominion Pottery Co., have been locked-out since November, 1913, just one year and eight months,

because they would not accept a 25 per cent reduction in wages, and up to the present time, not one of these men have shown any signs of weakening. They have gone through two hard Canadian winters and are as solid as aver.

The Dominion Pottery tried pressing with unskilled men for some time after the lock-out occurred, but their efforts along that line proved a failure, and they are now trying to make ware by the casting process, with very little better success. The firm has seven or eight men casting closets, and now, after more than fifteen months experience these men cannot earn enough to pay board; five and six dollars a week being about their average earnings. They have offered various sums of money to some of our men to show these casters how to finish their work but even though hard pressed for money they have refused to even consider such a proposition.

At the Canadian Trenton Potteries Co., shop, the situation is far more serious, as the controlling interests of this firm has been taken over by a stockholder residing in St. Johns, who bears the reputation of being very unscrupulous in his dealings with others, and who because of his influence is viewed somewhat in the light of a little king in the town of St. Johns, and because of this has been able in the past to practically dictate his terms to all who have had any dealings with him, and a man who will not stop at anything to achieve his own ends.

He is charged with resorting to all kinds of despicable methods to disrupt the local union, as well as to bring the members into disrepute with their fellow townsmen and the business interests of the town, but so far he has failed to accomplish his purpose.

However, events within the past few weeks demonstrates to what extent the discrimination against our members is being carried. Some of our members had from time to time been able to secure employment in other factories, but for some unknown reason they have been singled out and discharged, and on June 30th, the last three holding employment in other factories were discharged without any reason. The same conditions apply to municipal work, where six or seven of our members were finding employment on the streets for two or three days a week, however, on last Monday these men were laid off and others put on in their places. There are numerous other instances that have been brought to our attention, which we might cite, but these are sufficient to show to what length the fight is being carried to break the stand against a reduction in wages and the disruption of the local union.

At the present time there is not a single member of Local Union 78 earning anything at other work, nor are they able to secure an opportunity to do so, and while there is no direct evidence to prove it, the indications are that the C. T. P. Co., is the influence at work that causes the discrimination against our members securing work elsewhere, in the hope that they will be forced back to the pottery.

This firm has tried in many ways to induce our members to break away from the local union. One case is especially glaring; one of the members who is physically unfit for any out door laborious work, was requested to call at the office of this plant, and upon presenting himself, the superintendent handed him a bill of \$102.00 for defective ware charged against him. They offered to give him a receipt in full for the amount held

against him, together with the return of his cash retainer, making a total of \$120.00 if he would return to work at the pottery. The brother refused to even consider the proposition, and stated that under no circumstances would he consent to pay for said defective ware, as it was dunted and had been protested as chargeable to the maker.

This firm has tried to bribe others in the same way, or by the offer of some well paying job, but with one exception have failed, and that exception is William Brownrigg, a sanitary presser who has bartered his honor for the position of foreman. It is unnecessary to say much concerning his conduct, but ask that you remember the name, and if he ever comes to the States, to treat him as all of his kind should be treated.

Among those involved in the lock-out of the C. T. P. Co., are two men who deserve special mention, because of the sacrifice they have made for union principles. They are brothers John Joubert, foreman in the clay shop, and Charles DeBee, foreman in the kiln department, both of whom were asked to instruct scabs, and resigned their positions rather than do anything against the men who were contending for the principles of unionism.

These two men deserve special praise for the stand they have taken in giving up a position guaranteeing a good salary, because at the time they were not members of the organization, though both held honorable withdrawal cards.

Referring to the efforts of the members of Local Union 78 to maintain peace, and save the situation, we may say they have done all that was possible under the circumstances. They appealed to the government to assist by raising the existing tariff on sanitary earthenware. They had three thousand appeals printed in both French and English, which they sent out to every plumber in Canada, asking them to support Canadian trade by purchasing Canadian made sanitary ware.

This was done at the local's expense, and some of the replies contained the surprising statement that a number of dealers in Canada bought their ware direct from the potteries in the United States, whereas, in Canada they were compelled to purchase through jobbers. Some of these dealers were buying in car load lots, and complained bitterly of the treatment they received from the Canadian manufacturers. But in spite of all these facts that proved the possibility of selling sanitary ware in Canada at a price that would enable the manufacturers to pay our list price, the representatives of the men in Canada together with the Executive Board offered as an emergency proposition because of effects of the war on Canadian business, to submit to a temporary discount of 15 per cent off the working list on all lines excepting casting, but it seems that the manufacturers in Canada were out for bigger game in the way of a greater reduction or the crushing of the union for all time, because they demanded a 33 1/3 per cent reduction in wages to apply to casting as well as other lines. This was later reduced to a 30 per cent demand, and was naturally rejected by the men, who thought that under the circumstances 15 per cent was sufficient to meet the emergency that existed in the trade, and they think so yet, even taking into consideration the figures submitted by the manufacturers in justification of their demand.

Coming to the present conditions, and the outlook for the

success of our efforts to retain the Canadian workers as part of the organization, we feel that success will crown our efforts, if we have the patience and courage to hold together, as it is rumored that one of the shops is in a desperate strait for pressed ware, as is quite apparent by the efforts they are putting forth to coerce the pressers and kilnmen to return to work. Under ordinary circumstances they would possibly succeed in securing a few pressers from England, but that at the present time is very improbable, and we know it is practically impossible to get pressers or kilnmen from the United States.

There are quite a number of specialties made there, and it is quite apparent that unless they succeed in starving the potters into submission it will be impossible for them to run this shop. And these people who are trying to operate this plant as an open shop, are not, in our opinion, liberal enough to sacrifice the money they will necessarily have to, to ever have a chance of defeating the members in Canada.

Taking it altogether, we think the situation is at least satisfactory, and justifies the continuance of the efforts now being put forth to retain the potters in Canada within the N. B. of O. P.

It would be unjust to close this report without an expression on behalf of the brothers in Canada for the appreciation for the voluntary contributions of money received from the many locals throughout the trade, and especially from Local Union 45, of Trenton, and the Sebring locals, both of whom have been most consistent in their efforts to assist Local Union 78, which we know the members of 78 fully appreciate, and believe when better times come again will endeavor to show their appreciation for all that has been done in their behalf, and which we hope will continue to be done until such a time as they are able to return to work under union conditions, union wages and with an honorable agreement.

Motion by R. E. Wellslager that Brother Dennis be given permission to present a resolution in reference to the Perth Amboy and Canadian lock-out situations.

Delegate Harold Holden of Local Union No. 96, was here given permission to make a report on the lock-out situation at Perth Amboy.

### Resolution No. 223

By T. B. Dennis

Whereas, The locked-out memberse of St. Johns, Canada, and Perth Amboy, New Jersey, in the face of extraordinary adverse conditions, have manifested a real spirit of unionism and self sacrifice; therefore be it

Resolved, That this convention reaffirm the action of the 1914 convention, by pledging further financial support and by taking up voluntary subscriptions for the relief of our locked-out brothers.

Motion by R. A. McDevitt that the resolution be adopted as read.

Motion carried.



**Resolution No. 136**

By Local Union No. 80 (General Ware, Mixed) Huntington, West Virginia.

Whereas, In some instances, it has been demanded of the packer to clean up the switches and outside platforms of the packing shed; therefore be it

Resolved, That this work be done by the firm at their own expense.

The committee recommended that Resolution No. 136 be referred back to local.

Motion by Harry Lowe that the recommendation of the committee be concurred in.

Motion carried.

**Resolution No. 111**

By Local Union No. 53 (Finishers) East Liverpool, Ohio.

Whereas, We are using every means to stamp out tuberculosis in the pottery trade; therefore be it

Resolved, That no person be allowed to spit in the jigger boxes or scrap boxes, or empty cuspidores at water taps where same is carried into the blunger; and be it further

Resolved, That the firm provide a water tap where men can empty and wash cuspidores.

The committee recommended rejection; National Health Committee agree to handle the matter.

On motion by George Cartlidge the recommendation of the committee was concurred in.

**Resolution No. 176**

By Local Union No. 94 (Warehousewomen) East Liverpool, O.

Resolved, That no woman shall sweep floors or scrub in dipping house; the firm shall employ some one to do said work. Also that running or hydrant water be furnished to do sponging.

The committee recommended adoption.

Motion by George Cartlidge that the recommendation of the committee be concurred in.

Motion by Thomas Bayley that Resolution No. 176 be submitted to conference irrespective of the action taken on the other resolutions by the trade.

Motion carried.

The motion to adopt the committee's recommendation, which was to adopt Resolution No. 176 carried.

**Resolution No. 110**

By Local Union No. 53 (Finishers) East Liverpool, Ohio.

Whereas, The booths used in many shops for dressing rooms do not protect the clothing from dust and germs; therefore be it

Resolved, That each shop be fitted with dressing rooms closed to the ceiling, including running water and all modern conveniences.



The committee recommended the adoption with the following change: That the word "enclosed" be inserted between the words "with" and "dressing," and the words "closed to the ceiling" be stricken out.

On motion by George Cartlidge the recommendation of the committee was concurred in.

### Resolution No. 145

By Local Union No. 82 (Sanitary, Mixed) Chillicothe, Ohio

Whereas, The success of the work and recommendations of our national health inspector, depends on the willingness of the manufacturer to co-operate with the said office; and

Whereas, We believe the results of this office in the past two years is conclusive evidence; that this department is a dismal failure; therefore be it

Resolved, That the 1915 convention adopt such measures as are necessary to abolish the office of health inspector; and be it further

Resolved, That each shop throughout the trade shall have a local health committee; this committee shall be composed of two or more members. Each local shall have full power to appoint a health committee.

The committee recommended the following substitute for Resolution No. 145:

Resolved, That the health inspector be continued, with the understanding that he divide his time between the east and west. That each shop throughout the trade have a local health committee; this committee shall be composed of two or more members. Each local shall have full power to appoint a health committee to act in conjunction with the health inspector.

Motion by George Cartlidge that the recommendation of the committee be concurred in.

Motion by R. A. McDevitt that we adjourn.

Amendment by R. H. Smith that we adjourn until 2:30 this afternoon.

Amendment lost.

Announcements were then made by the chairmen of the different committees after which the convention adjourned with Resolution No. 145 still under discussion.

## Monday, July Twelfth

### MORNING SESSION

The convention was called to order by President Menge.

Delegates Joshua Delaney, Thomas Carmody, Robert Wellslager, William H. Lockett, William G. Astbury and Harry Walker were marked absent at roll call.

Minutes of previous session were read and approved.

Resolution No. 145, by Local Union No. 82, which was before the convention at the close of Saturday morning's session was the first business taken up.

The Committee on Health recommended a substitute for Resolution No. 145.

The motion before the convention was to adopt the substitute.

Motion carried.

(See Saturday morning's minutes, July 10th, for substitute.)

#### Resolution No. 162

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.

Whereas, It is a known fact that the trade does not derive any benefit in proportion to the money expended for health inspector salaries; therefore be it

Resolved, That the office of health inspector be abolished. The committee recommended rejection.

On motion by George Carlidge the recommendation of the committee was concurred in.

#### Recommendations of Health Committee.

We, your committee on health, make the following recommendations:

No. 1. That the tuberculosis work be continued, and that the health committees of the several localities take steps to secure legislation tending towards the caring of discharged persons from tuberculosis sanatoriums.

No. 2. That section 74 of the National Constitution be amended to read: That this fund shall be used for defense and tuberculosis treatment only, that no appropriation be made for tuberculosis sanatorium treatment unless by referendum vote of the trade.

(To be submitted to a vote of the trade.)

No. 3. That an appropriation of Ten Thousand (\$10,000) Dollars be made from the defense fund, for the use of the tuberculosis movement, to be submitted to a referendum vote of the trade.

No. 4. That on the first pay day in May collections be taken to further the work of the tuberculosis movement.

No. 5. That all patients failing to respond favorably to treatment in six months, their cases shall be considered by the committee who shall have power to discontinue treatment in the sanatorium selected, and have them recommitted, either to their state or municipal sanatorium, without cost to the patient, or the N. B. of O. P.

No. 6. That all patients be forbidden to leave sanatoriums to visit friends, without first notifying the health committee, and receiving permission from the health committee and attending physician, or attending superintendent.

Motion by George H. Cartlidge that the recommendation of the committee be concurred in.

Motion carried.

### Resolution No. 218, by Local Union No. 45.

Whereas, The contention of a large percentage of the membership is that the health inspector being paid jointly by the manufacturers and operatives, is a hindrance rather than a benefit toward securing lasting and effective health improvements; therefore be it

Resolved, That the Brotherhood withdraw from the present health institution and make the office of inspector an elective one, to be paid by the N. B. of O. P.

Resolution No. 218 had been laid over until the Health Committee's report had been received and acted upon by the convention.

The Law Committee's recommendation was to reject the resolution.

The motion before the convention was to concur in the recommendation of the committee.

The motion to reject Resolution No. 218 carried.

The following letter was received from the Equal Franchise Federation and Amendment Association of Pennsylvania: To the National Brotherhood of Operative Potters, Atlantic City, N. J.

The conference is kindly requested to favor our suffrage amendment. Come out and help us win the ballot in the various state that will vote this year on it.

Respectfully,

ANNA W. REED MAHOOD,

Equal Franchise Federation and Amendment Association of Pennsylvania.

3125 Middletown Rd., Sheridan, Pittsburg, Pa.

Motion by Anthony Spair that we concur in the suggestion contained in the letter.

Motion carried.

### REPORT OF COMMITTEE ON LAW.

#### Resolution No. 200, by Local Union No. 79.

Whereas, We, the members of Local Union No. 79, think that section 46 in our constitution should be changed; therefore be it

Resolved, In case of death or resignation of any official

the Executive Board shall be empowered to call an election of the N. B. of O. P. to elect any member in good standing by a referendum vote of the N. B. of O. P.

The committee recommended rejection.

On motion by S. M. Moore the recommendation of the committee was concurred in.

The Committee on Law recommended the adoption of the following Death Benefit Form:

### Death Benefit Form.

I,....., Member of Local Union No....  
hereby designate and appoint as my beneficiary, in case of  
death while a member of the N. B. of O. P. and entitled to  
death insurance benefits, .....

(Name)

whose address is.....

(Give Number of Street)

(City)

(State)

In signing this form I further decree that any expense that  
may be incurred by the local or properly accredited representa-  
tives of the N. B. of O. P. in connection with care of my body  
or funeral expenses, shall be deducted from the sum due at my  
death, the balance to be turned over to my beneficiary.

(Sign Name Here)

Attest.....

Secretary L. U.....

(Witnesses)

Seal of Local.

Motion by S. M. Moore that the recommendation of the  
committee be concurred in.

Motion carried.

### Resolution No. 22

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

Resolved, That the counter resolutions presented by the  
manufacturers be presented at least thirty days prior to the  
conference, and the resolutions referred to a vote of the trade.  
No other agreements to be considered binding.

The committee recommended rejection.

On motion by S. M. Moore the recommendation of the  
committee was concurred in.

### Resolution No. 215

By R. A. McDevitt.

Whereas, Section 266 of the National Constitution has  
been superseded by a subsequent agreement at the 1914 confer-  
ence; therefore be it

Resolved, That section 266 be repealed.

The committee recommended adoption.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 222

By the Delegates of L. U. No. 35.

Resolved, That the National President and First Vice President shall appoint a legislative committee of three members in the New Jersey district to promote labor legislation.

The committee recommended adoption.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Amendment by Thomas Bayley that a clause be added "without expense to the national organization."

Amendment carried.

Motion as amended carried.

### Resolution No. 23

By Local Union No. 12 (Jiggersmen) East Liverpool, Ohio.

Resolved, That sections 78 and 79 of our National Constitution be stricken out of same, and section 81 be changed to read like paragraph six of the Astor Agreement, which has changed our method of settling grievances, and which conflicts with sections 78 and 79 of Constitution, under title "Grievances."

The committee recommended rejection.

On motion by S. M. Moore the recommendation of the committee was concurred in.

### Resolution No. 221, by J. Vern Johnston.

Resolved, That this convention vest in the Sanitary Standing Committee the power (when in its judgment a condition warrants such action) to send one of its members to the local where a dispute can not be properly settled by the local.

The committee recommended the adoption of the following substitute for Resolution No. 221:

Resolved, That the executive board have power to send a member of the standing committee to the local where a dispute cannot be properly settled. This to apply to both branches of the trade.

Motion by S. M. Moore that we concur in the recommendation of the committee.

The motion to adopt the substitute carried by a vote of 52 for to 24 against.

### Resolution No. 216

By Delegates R. A. McDevitt and Robert Wellslager.

Resolved, When a firm violates an agreement entered into with the N. B. of O. P. and the continued violation of such agreement will entail irremediable pecuniary loss on our members if left to the ordinary modes of settlement, it shall be the duty of the President or First Vice President to demand that



the offending firm comply with the agreement, and in case said firm refuses to comply with the agreement it shall be the duty of the board to order our members out until the matter is satisfactorily adjusted.

The Committee on Law referred the resolution to convention without recommendation.

Motion by Diebert that we adopt Resolution No. 216.

Motion by R. A. McDevitt that Resolution No. 163, which had been tabled "subject to call" at Tuesday morning's session, be taken up.

Motion carried.

### Resolution No. 163

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.

Whereas, It has been shown that a number of manufacturers have repeatedly violated agreements heaping impositions upon their employes; therefore be it

Resolved, That where any manufacturer repeatedly violates any of the agreements, that the local union having jurisdiction be empowered to declare a strike without the sanction of executive board; and be it further

Resolved, That all men on strike be paid benefits for all time when on strike.

Motion by R. A. McDevitt that Resolution No. 163 be rejected.

Motion carried.

The motion before the convention was to adopt Resolution No. 216.

Amendment by Fred Bentley that the words "President or First Vice President" be changed to read "entire executive board."

Amendment carried.

Motion as amended carried.

## REPORT OF COMMITTEE ON GENERAL WARE PRICE LIST

### Resolution No. 69

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Resolved, That all articles pressed in C. C. clay be paid white granite prices.

The committee recommended adoption with the word "pressed" stricken out.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 35

By Local Union No. 18 (Dippers) East Liverpool, Ohio.

Resolved, That no apprentice shall be allowed to enter the dipping trade under 18 years of age, or after he has reached the age of 30.

The committee recommended adoption.

Motion by T. M. Woods that the recommendation of the

committee be concurred in.

The motion to adopt the recommendation of the committee, which was to adopt Resolution No. 35, lost by a vote of 39 for to 49 against.

Announcement was made by George M. Martin that the sanitary workers would caucus after adjournment, after which the convention adjourned.

## Monday, July Twelfth

### AFTERNOON SESSION

The convention was called to order by President Menge.

Delegates W. R. Westwood, Joshua Delaney, James Cunningham, Thomas Carmody, Anthony Spair, Robert Wellslager, William H. Lockett, William G. Astbury and Harry Walker were marked absent at roll call.

The minutes of the morning session were read and adopted.

#### REPORT OF GENERAL WARE PRICE LIST COMMITTEE

##### Resolution No. 36

By Local Union No. 18 (Dippers) East Liverpool, Ohio.

Whereas, We, the members of Local Union No. 18, believe that an apprentice should complete his trade at the shop where he starts his apprenticeship; therefore be it

Resolved, That all apprentice dippers shall complete their time where they are placed on to begin an apprenticeship.

The committee recommended adoption.

Motion by E. J. Whitehead that the recommendation of the committee be concurred in.

Motion carried.

##### Resolution No. 183

By Local Union No. 95 (Decorating Kilnfiremen and Kilnplacers) East Liverpool, Ohio.

Whereas, It has been the custom in some of the piece work shops to start work at 5 a. m., and some of the men have been known to start to work as early as 2 a. m., and most ever hour after until 5 a. m., which throws a bad light in the eyes of the various firms by the men leaving the shop as early as 10 a. m.; therefore be it

Resolved, That all decorating kilnplacers shall start to work not earlier than 6 a. m.

The committee recommends adoption.

Motion by E. J. Whitehead that we concur in the recommendation of the committee.

Motion carried.

##### Resolution No. 182

By Local Union No. 95 (Decorating Kilnfiremen and Kilnplacers) East Liverpool, Ohio.

Whereas, In some shops the men have been asked to

work on Sundays when it has been absolutely unnecessary, because in most every case the men have to drop kilns and lose a portion of the work the following week on account of 'working on Sunday; therefore be it

Resolved, That all decorating kilnplacers be allowed time and one-half for Sunday work.

The committee recommended adoption.

On motion by E. J. Whitehead the recommendation of the committee was concurred in.

#### Resolution No. 185

By Local Union No. 95 (Decorating Kilnfiremen and Kilnplacers) East Liverpool, Ohio.

Resolved, That no decorating kilnplacer be laid off to permit the making of extra time by the remaining members of the crew.

The committee recommended adoption.

Motion by E. J. Whitehead that the recommendation of the committee be concurred in.

Motion carried.

#### Resolution No. 181

By Local Union No. 95 (Decorating Kilnfiremen and Kilnplacers) East Liverpool, Ohio.

Whereas, There has been no small amount of dissatisfaction on all jobs that are run on the contract system in regard to the men getting the right amount of money from the contractors, or firemen. In some cases the men have been cheated out of money honestly due them; therefore be it

Resolved, That all placers and firemen receive their money direct from the office in separate envelopes.

The committee recommended adoption.

On motion by E. J. Whitehead the recommendation of the committee was concurred in.

#### Resolution No. 186

By Local Union No. 95 (Decorating Kilnfiremen and Kilnplacers) East Liverpool, Ohio.

Whereas, Owing to slackness of work in this vicinity Local Union No. 95 has two men for every job; therefore be it

Resolved, That no apprentice be allowed to start at this trade for the next two years, unless the local cannot supply a man for the job.

The committee recommended adoption.

Motion by E. J. Whitehead that we concur in the recommendation of the committee.

Motion carried.

#### Resolution No. 48

By Local Union No. 31 (General Ware, Mixed) East Palestine, Ohio.

Whereas, We feel that it is an injustice for kilndrawers

to have to go all over the shop to look for baskets; therefore be it

Resolved, That at the expiration of the present agreement the manufacturers shall furnish baskets in glost wareroom when drawing glost kilns, and in the bisque wareroom when drawing bisque kilns, and the kilndrawers shall not move drawing tables from one wareroom to another; that tables shall be furnished in each drawing room by the manufacturers.

The committee recommended adoption

Motion by E. J. Whitehead that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 32

By Local Union No. 17 (Kilndrawers) East Liverpool, Ohio.

Resolved, That after the expiration of our present agreement the price of drawing kiln shall be \$2.00 per man, per kiln, and twenty-five cents extra for the man who has charge of the crew.

The committee recommended adoption.

On motion by E. J. Whitehead the recommendation of the committee was concurred in.

### Resolution No. 31

By Local Union No. 17 (Kilndrawers) East Liverpool, Ohio.

Whereas, New conditions have been established in drawing bisque kilns since the uniform scale went into effect, and as these conditions have increased the amount of labor in drawing said kilns, it places an unlimited hardship on the man; Therefore be it

Resolved, That at the next conference, committees be appointed representing the manufacturers and kilndrawers with instructions to readjust the scale for drawing bisque kilns, the same to go into effect on completion of the same.

The committee recommended adoption.

Motion by E. J. Whitehead that the recommendation of the committee be concurred in.

Motion carried.

### Resolution No. 114

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, We, the saggermakers, consider it unfair and unjust to put up soaks of clay and pug same; therefore be it

Resolved, That after October 1, 1915, all clay soaks shall be put up pugged and placed on the floor for use, free of all cost to the saggermakers. Saggermakers to pass his opinion on clay pugged, and if not satisfactory the firm shall repug the clay or stand all loss from the use of same.

The committee recommended adoption.

Motion by E. J. Whitehead that we concur in the recommendation of the committee.

Motion carried.



**Resolution No. 6**

By Local Union No. 10 (Turners and Handlers) East Liverpool, Ohio.

Whereas, We believe that the members of the N. B. of O. P. should have the greatest benefit of the uniform wage scale and agreements with the United States Potters' Association; therefore be it

Resolved, That when a vacancy occurs for a journeyman in any branch of the potting industry covered by the uniform wage scale, a member of the N. B. of O. P. of that branch of the trade shall be given the preference in filling the vacancy.

The committee recommended adoption.

On motion by E. J. Whitehead the recommendation of the committee was concurred in.

**Resolution No. 80**

By Local Union No. 44 (General Ware, Mixed) Sebring, Ohio.

Whereas, We find that in the settling of prices in the mould shop, that in most cases a piece of ware is sent to the standing committee instead of a mould, and we feel that this does not allow the committee to get a proper conception of just what the mould is. In many cases the mould is bigger and more work required on it than the committee has any idea of. We feel that moulds should be settled on their merits, the same as any other article; therefore be it

Resolved, That when an unsettled article in the mould shop is referred to the standing committee, instead of sending the piece of ware, that we send the mould.

The committee recommended adoption.

Motion by E. J. Whitehead that we concur in the recommendation of the committee.

Motion carried.

**Resolution No. 10**

By Local Union No. 10 (Turners and Handlers) East Liverpool, Ohio.

Resolved, That when a manufacturer with the full quota of apprentice handlers desires an additional handler, and is unable to obtain a competent journeyman handler, after application to the secretary of the N. B. of O. P., he shall be at liberty to put on an extra apprentice beyond the established ratio. When there is a vacancy for an apprentice handler, the oldest boy in the handling shop in point of service shall be given the preference. Employers shall compel every apprentice handler, during his last eighteen months of apprenticeship, to handle all articles on the handling list made by that firm.

The committee recommended the adoption of the above resolution with the first five lines stricken out, including the word "ratio" on the sixth line.

Motion by E. J. Whitehead that we concur in the recommendation of the committee.

Amendment by R. H. Smith that the handler shall cut his own handles and do his own slip sponging.

Amendment carried.

Motion as amended carried.

Note—John P. Duffy and Thomas Bayley requested that they be placed on record as voting against the amendment.

### Resolution No. 153

By Local Union No. 88 (Kilnfiremen) East Liverpool, Ohio.

Resolved, That when a kiln has been fired off, the fireman shall turn the kiln over to the firm, and the fireman shall have nothing further to do with the kiln until it has been re-filled and ready to light again.

The committee recommended adoption.

Motion by E. J. Whitehead that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 11

By Local Union No. 10 (Turners and Handlers) East Liverpool, Ohio.

Resolved, That the second paragraph on page 48 of the uniform wage agreement, apprentice's scale for turners, be amended to read as follows: Employers shall compel every apprentice turner, during his last eighteen months of apprenticeship, to turn all articles on the turning list, made by that firm.

The committee recommended adoption.

Motion by E. J. Whitehead that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 82

By Local Union No. 44 (General Ware, Mixed) Sebring, Ohio.

Whereas, We have laws which state that before a new article can be definitely settled, it must go through the hands of certain committees and finally endorsed by the standing committee; and

Whereas, We have met with manufacturers who have refused to allow us to have the piece of ware in dispute. We feel that this is absolutely unfair and should not be permitted to continue; therefore be it

Resolved, That where a new article is being made and the firm refuses to either give or sell a piece to the local, the shop committee shall have power to stop the making of same until it is settled.

The committee recommended adoption.

On motion by E. J. Whitehead the recommendation of the committee was concurred in.

### Resolution No. 9

By Local Union No. 10 (Turners and Handlers) East Liverpool, Ohio.

Whereas, There have been many disputes between the

manufacturers and turners, in regard to the weight of thin teas turned complete; therefore be it

Resolved, That all thin teas, turned complete, weighing less than four ounces shall be classed as extra thinn and pay extra thin price, four cents per dozen, as listed on page 46, of the uniform wage scale.

The committee recommended the following substitute for Resolution No. 9:

Whereas, There have been many disputes between the manufacturers and turners in regard to the thickness of thin teas turned complete; therefore be it

Resolved, That all thin tea cups when turned complete (all over) thickness averaging less than three thirty-seconds of an inch, shall be classed as extra thin, and pay extra thin price, four cents per dozen as listed on page 46 of the uniform wage scale.

Motion by E. J. Whitehead that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 156

By Local Union No. 88 (Kilnfiremen) East Liverpool, Ohio.

Resolved, That the scale price for night firemen shall be \$3.00 per night or \$21.00 per week, straight time.

The committee recommended adoption by striking out all words after the word "night" on last line.

On motion by E. J. Whitehead the recommendation of the committee was concurred in.

### Resolution No. 46

By Local Union No. 29 (Dishmakers) East Liverpool, Ohio.

At a special meeting of dishmakers of the west held at East Liverpool, Ohio, May 2, 1915, the following resolution was adopted:

Whereas, We believe that plain edge dishes and bakers are not paid for at the present price, and that a great many plain shapes are harder to make than festoon, and also require more care in handling; therefore be it

Resolved, That we dishmakers of the west do hereby ask that all plain edge dishes and bakers be raised in price, and paid for at one cent on, from 2 inch up to and including 6 inch; two cents on, from 7 inch up to and including 9 inch, and all over 9 inch three cents on, cable prices.

Endorsed by committee—Enos. F. Cannell, L. U. No. 57, Niles, Ohio; James Weston, L. U. No. 75, Coshocton, Ohio; C. M. Flick, L. U. No. 51, Canonsburg, Pa.; Harry Crewson, L. U. No. 44, Sebring, Ohio; Dan Stephens, L. U. No. 44, Sebring, Ohio; William Massey, L. U. No. 29, East Liverpool, Ohio; Howard Mackey, L. U. No. 24, Wellsville, Ohio; F. Reidy, L. U. No. 31, East Palestine, Ohio; James S. Mylar, L. U. No. 42, Salem, Ohio, and by unanimous vote of the meeting.

The committee recommended adoption.

Motion by E. J. Whitehead that the recommendation of the committee be concurred in.

Motion carried.

**Resolution No. 155**

By Local Union No. 88 (Kilnfiremen) East Liverpool, Ohio.

Resolved, That the scale price for day firemen shall be \$4.00 per day, or \$28.00 per week, straight time.

The committee recommended adoption by striking out "or \$28.00 per week, straight time."

Motion by E. J. Whitehead that we concur in the recommendation of the committee.

Motion carried.

**Resolution No. 152**

By Local Union No. 88 (Kilnfiremen) East Liverpool, Ohio.

Resolved, That all firemen shall take charge of kilns after they are made ready to light.

The committee recommended adoption.

On motion by E. J. Whitehead the recommendation of the committee was concurred in.

**Resolution No. 167**

By Local Union No. 91 (Decorators) Trenton, N. J.

Whereas, The indiscriminate placing of apprentices has worked great harm to our trade by over crowding with incompetent workmen; and

Whereas, We believe such placing of apprentices should be restricted, and a limit of time made for the serving of such apprenticeship; therefore be it

Resolved, That there shall be only one apprentice to ten journeymen or women allowed each decorating shop; also be it

Resolved, That the time of serving such apprenticeship shall be four years. This to apply to liners and gilders only; also be it

Resolved, That should an apprentice leave the trade, his time shall stop. But should he again return to the trade his time shall begin where it left off, and he or she shall not become a journeyman or woman until having served the full period of four years; and be it further

Resolved, That no more apprentices be allowed in any shop until this ratio of one to ten is reached.

The committee recommended adoption by changing the ratio of apprentices to "one to five," instead of "one to ten."

Motion by E. J. Whitehead that we concur in the recommendation of the committee.

Motion carried.

**Resolution No. 149**

By Local Union No. 86 (Warehousemen) East Liverpool, Ohio.

Resolved, That each shop employing five journeymen warehousemen shall be entitled to one apprentice and one apprentice to every additional five journeymen. No additional apprentice shall be put on as long as any qualified journeyman, or one serving an apprenticeship is seeking employment. Also be it understood that all apprentices must be given a chance to learn all classes of warehouse work. At the solicitation of



the company we agree to furnish journeymen warehousemen whenever required by said company, to the best of our ability.

The committee recommended rejection.

Motion by E. J. Whitehead that the recommendation of the committee be concurred in.

Motion carried.

#### Resolution No. 151

By Local Union No. 86 (Warehousemen) East Liverpool, Ohio.

Whereas, It is now the practice of some of the potteries to pay time and one-half for overtime and double time for Sunday; therefore be it

Resolved, That this rule be made general in every warehouse under the jurisdiction of the N. B. of O. P.

The committee recommended rejection.

On motion by E. J. Whitehead the recommendation of the committee was concurred in.

#### Resolution No. 150

By Local Union No. 86 (Warehousemen) East Liverpool, Ohio.

Whereas, It is now the practice of the majority of potteries in East Liverpool, Ohio, to work not more than eight hours on every Saturday, from 7 a. m. to 4 p. m.; therefore be it

Resolved, That this rule be made general in every warehouse under the jurisdiction of the N. B. of O. P.

The committee recommended adoption.

Motion by E. J. Whitehead that the recommendation of the committee be concurred in.

Motion carried.

#### Resolution No. 148

By Local Union No. 86 (Warehousemen) East Liverpool, Ohio.

Resolved, That all warehousemen having served four consecutive years in the warehouse be paid a journeyman wage of \$3.00 per day; this does not include foremen or boss warehousemen.

The rate of pay for apprentice warehousemen shall be as follows:

For the first six months, \$1.75 per day; for the second six months, \$2.00 per day; for the second year, \$2.25 per day; for the third year, \$2.50 per day; for the fourth year, \$2.75 per day, and at the completion of four years' service he shall be paid a regular journeyman's rate of wages at \$3.00 per day.

The above scale shall include all classes of work as follows: Setting up decorated ware, getting out and selecting for decorating shop, getting out white orders, selecting thirds or any other pertaining to warehouse work.

The committee recommended adoption.

Motion by E. J. Whitehead that we concur in the recommendation of the committee.

Motion carried.



**Resolution No. 159**

By Local Union No. 88 (Kilnfiremen) East Liverpool, Ohio.

Resolved, That a night fireman shall fire kilns at night for three years before he can take a day job of firing.

The committee recommended adoption.

On motion by E. J. Whitehead the recommendation of the committee was concurred in.

**Resolution No. 157**

By Local Union No. 88 (Kilnfiremen) East Liverpool, Ohio.

Resolved, That in case the day fireman is absent the night fireman shall receive the day wage for all day work.

The committee recommended that Resolution No. 157 be withdrawn.

Motion by E. J. Whitehead that we concur in the recommendation of the committee.

Motion carried.

**Resolution No. 142**

By Local Union No. 80 (General Ware, Mixed) Huntington, West Virginia.

Whereas, The firm has always paid one cent per leaf for making clay; therefore be it

Resolved, That an advance of one-fourth cent per leaf be asked for making clay.

The committee recommends rejection.

On motion by E. J. Whitehead the recommendation of the committee was concurred in.

**Resolution No. 143**

By Local Union No. 80 (General Ware, Mixed) Huntington, West Virginia.

Whereas, There has been no pay for extra pugging of clay when the machinery breaks down so the slipmaker cannot make clay; therefore be it

Resolved, That the firm shall pay for all extra pugging when the machinery is not in running order for the making of clay, or when they are out of any kind of material.

The committee recommended rejection.

Motion by E. J. Whitehead that we concur in the recommendation of the committee.

Motion carried.

On motion by E. J. Whitehead the following Resolutions Nos. 25 to 196 inclusive were taken up collectively. cents per sagger.

**Resolution No. 25**

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

Whereas, A large portion of the bowls, oyster nappies and cups have been taken from the turners bench and put on the finishers bench; and

Whereas, The jiggerman does not receive anything extra for moving and furnishing boards, furnishing sponges, carrying out and taking care of the ware; therefore be it

Resolved, That we demand an advance of one-half cent per dozen on all finished bowls and oyster nappies; one-fourth cent per dozen on all cups, turned or finished; and be it further

Resolved, That we demand an advance of one-half cent on all 24's and 30's turned bowls.

### **Resolution No. 33**

By Local Union No. 17 (Kilndrawers) East Liverpool, Ohio.

Whereas, Bats, tile, door brick and liners are being placed in different parts of the bisque kilns; therefore be it

Resolved, That after the expiration of the present agreement, bats, tile, door brick and liners placed around bags and forebung shall not be drawn out by the kilndrawers.

### **Resolution No. 34**

By Local Union No. 17 (Kilndrawers) East Liverpool, Ohio.

Whereas, The recommendation in regard to the long carry of new saggars from bisque kilns made by the conference committee in 1911, has not been effective; therefore be it

Resolved, That after the expiration of the present agreement kilndrawers shall not be required to carry new saggars further than the rear of the kiln which they are drawing.

### **Resolution No. 40**

By Local Union No. 24 (General Ware, Mixed) Wellsville, Ohio.

Whereas, We believe the time has arrived when kilnwork should be established on a day wage basis, in justice to those now employed at the trade; therefore be it

Resolved, That the question of day wage work and wages for kilnwork be taken up at this the twenty-fifth annual convention.

### **Resolution No. 41**

Whereas, We believe it to be an injustice to the sagger-maker that he should have to pay a portion of his wages for putting up soaks of clay, and pugging out of same; therefore be it

Resolved, That the convention take up this question with the object in view of abolishing the custom of saggermakers putting up soaks, and pugging out of clay for saggermaking.

### **Resolution No. 49**

By Local Union No. 31 (General Ware, Mixed) East Palestine, Ohio.

Whereas, The kilnmen are required to loaf in the mornings waiting on kiln and ware; therefore be it

Resolved, That at the expiration of the present agreement the kilnmen shall refuse to start to work at noon.

**Resolution No. 50**

By Local Union No. 31 (General Ware, Mixed) East Palestine, Ohio.

Whereas, The manufacturers in some shops are paying kilnmen 50 cents per hour; therefore be it

Resolved, That kilnmen shall be paid at the rate of 50 cents per hour, and eight hours shall constitute a day's work, and that not more than one and three-fourth days shall be placed in the required time of eight hours; all overtime to be put on a separate sheet and divided the end of the pay among the crew, the bench boss to receive  $62\frac{1}{2}$  cents per hour and the apprentice at the usual rate as the other men.

**Resolution No. 51**

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, The rubbing of ware in glost kilnsheds is injurious to the health of all men employed therein; therefore be it

Resolved, That all rubbing of ware be discontinued in all common shops after the date of the expiration of the present agreement, which is October 1, 1915, and in all china shops immediately after the passage of this resolution, and the expense of this work be entirely borne by the manufacturers interested in both cases.

**Resolution No. 52**

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, The bisque kilnmen have many hardships to contend with since the adoption of the uniform price list, namely, the placing of thinner ware which requires careful handling, also the placing of smaller saggars which require the kilnmen to make more trips in the kiln for which no extra pay is received; therefore be it

Resolved, That all general ware bisque kilns shall be paid at the rate of  $185\frac{1}{2}$  cubic feet per kilnman's day.

**Resolution No. 53**

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, Some potteries require kilnmen to stilt saucers in the first ring, in oval saggars, thus escaping the price paid for pin ware in the first ring; therefore be it

Resolved, That all saucers stilted in the first ring shall be paid at the rate of 25 cents per bung extra.

**Resolution No. 54**

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, Owing to the fact that there has been many changes in the method of placing general ware in bisque in some potteries, by doing away with toilet ware, and hollow ware in some cases, which works a hardship on the kilnmen

by the great amount of flat ware placed in the first ring; therefore be it

Resolved, That on and after the expiration of the present agreement, all flat ware placed in the first ring shall be paid at the rate of 25 cents per bung extra.

#### Resolution No. 56

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, Owing to the fact that some glost kilns are much higher than others, the kilnmen loose much time in reaching the top which means a loss in wages every time a tall kiln is filled; therefore be it

Resolved, That all pin saggars placed in any kiln above the height of 18 feet shall be paid extra at the rate of five cents per sagger.

#### Resolution No. 59

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, According to the present agreement, the general ware manufacturers charge the kilnmen 20 cents per kilnman's day work for cleaning the ware for glost kilns, which the kilnmen consider an injustice; therefore be it

Resolved, That after the expiration of the present agreement, the ware shall be cleaned at the expense of the firm and the time restored to the kilnmen.

#### Resolution No. 62

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, Some general ware manufacturers require bisque kilnmen to bed and rub all sizes of dishes, which is a great holdback in their work, and prevents the crew from making a living wage under those conditions; therefore be it

Resolved, That when a firm demands dishes below the sizes of 14 and 16 inches to be rubbed and bedded, the crew shall be paid at the rate of 25 cents per bung of regular height in the kiln.

#### Resolution No. 63

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, The sagger beds for green saggars in general ware shops are a great distance from some kilns, which requires bisque kilnmen to make long carries when topping off, which works a hardship upon the men in the crew; therefore be it

Resolved, That all green saggars for topping be placed around kilns that do not exceed a distance of 25 feet from kiln door to sagger shop door.

#### Resolution No. 64

By Local Union No. 36 (Turners and Handlers) Trenton, N. J.

Whereas, The coffee cup known as the "special St. Louis

Coffee Cup," made at the Greenwood Pottery Co., and known as the "Cambridge" at the Lamberton Pottery Co., is not an ordinary coffee cup, as the same is more difficult than an ordinary cup; therefore be it

Resolved, That the price of the cup herein referred to be fixed at 5c per dozen for handling.

#### Resolution No. 65

By Local Union No. 36 (Turners and Handlers) Trenton, N. J.

Whereas, We have a number of handlers constantly out of employment and also a number working only part of the time; therefore be it

Resolved, That no apprentice handlers be put down at the trade during the next term of agreement.

#### Resolution No. 68

By Local Union No. 36 (Turners and Handlers) Trenton, N. J.

Whereas, The turning trade in general ware has for many years been in a very unsatisfactory condition owing to the methods arbitrarily injected into our trade during the panic times of 1893, or thereabouts, namely, the topping and polishing of St. Denis tea and coffee cups; and

Whereas, Since that method of cheap turning was forced upon us contrary to the wishes of our union, various other methods of cheap turning have been injected into our trade, namely, the topping and sponging of cups, bowls and other articles, turning up the sides and polishing, turning out the foot and polishing the side, etc.; therefore be it

Resolved, That after the general ware conference of 1915 the price of topping and polishing, or topping and sponging of cups and bowls shall not be less than 25 per cent off the regular turning list price.

#### Resolution No. 74

By Local Union No. 40 (Jiggermen and Dishmakers) Trenton, N. J.

Resolved, That the prices for jiggering 30's oatmeals shall be 4½ cents per dozen; 36's oatmeals, 4 cents per dozen, and all festooned oatmeals increased one-half cent per dozen, and all 5 inch fruits and berry saucers shall be 4 cents per dozen.

#### Resolution No. 75

By Local Union No. 40 (Jiggermen and Dishmakers) Trenton, N. J.

Resolved, That the price for jiggering 24's and 30's mugs shall be 4 cents per dozen, and all hotel bowls and cups be increased one-half cent per dozen.

#### Resolution No. 76

By Local Union No. 40 (Jiggermen and Dishmakers) Trenton, N. J.

Resolved, That an advance of one-half cent per dozen be



granted on the following articles:

Hotel plates, all sizes, flat and deep, and hotel saucers, fruits, ice creams and pie-plates.

#### **Resolution No. 78**

By Local Union No. 44 (General Ware, Mixed) Sebring, Ohio.

Whereas, We believe that no one can successfully deny that all plain edge ware is worth just as much for making as festoon; and

Whereas, The same price for help is required, for either plain or festoon; therefore be it

Resolved, That in all fairness to the manufacturers and workmen, all plain edge ware, including individual butters, all sizes, fruits, ice creams, plates, soup plates, deep plates, saucers, plaques, berries, roll edge and hotel, be paid the same price as festoon.

#### **Resolution No. 79**

By Local Union No. 44 (General Ware, Mixed) Sebring, Ohio.

Resolved, That all eight-cornered octagon shaped ware made on the jigger, with the exception of specialties, be placed on the price list at one cent per dozen over the regular festoon price.

#### **Resolution No. 81**

By Local Union No. 44 (General Ware, Mixed) Sebring, Ohio.

Whereas, There is no law for the putting in of wet moulds in the green room or around kilns and many other places which is inconvenient to the jiggerman, to have to carry them to some part of the pottery to dry and afterwards have to carry them back to the jigger, which is double work and should not be permitted to continue; therefore be it

Resolved, That when a jiggerman, putting in a new set of moulds, is compelled to handle them twice, the firm shall pay the expense of the crew for the actual time involved.

#### **Resolution No. 91**

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That the price for packing all barrels shall be raised from 12½ cents to 15 cents.

#### **Resolution No. 92**

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That the price for packing all packages shall be raised 5 cents, from barrel and half barrel to demarara or No. 00, inclusive.

#### **Resolution No. 94**

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That loose packing without strawing, that is

loose bungs put in packages, shall pay two-thirds of the regular packing price.

#### Resolution No. 95

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That all car packing be done at day wage; day wage packing to be \$3.50 per day of nine hours, excepting Saturday, which shall be eight hours.

#### Resolution No. 96

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That all 100 and 112 piece sets packed in crates or boxes shall be  $12\frac{1}{2}$  cents each; all boxes or crates of the following dimensions:  $20\frac{3}{4}$  inches in length, 17 inches wide and 8 inches in depth, shall be 10 cents each, and all other boxes or crates smaller than the sizes given above shall be 8 cents each.

#### Resolution No. 97

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That apprentice packers shall work under the following terms:

Day wage rate: First year, \$1.50 per day; second year, \$2.00 per day; third year, \$2.50 per day; fourth years, \$3.00 per day; thereafter, journeyman.

Piecework rate: First year,  $33\frac{1}{3}$  per cent off; second year, 25 per cent off; third year, 20 per cent off; fourth year, 15 per cent off; fifth year, journeyman.

#### Resolution No. 99

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That all ware packed in sawdust shall be paid double price.

#### Resolution No. 100

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That all ware packed in excelsior shall be paid double price.

#### Resolution No. 101

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That if a firm keeps a packer waiting around the shop and he is doing no work, the firm shall pay him at the day wage rate of wages for the time he keeps him waiting.

#### Resolution No. 113

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, At a few of the shops the kilnmen are required

to carry new glost saggars from back of the kilns, thus working a hardship upon them; therefore be it

Resolved, That after October 1, 1915, all new saggars shall be delivered at the kiln door.

#### **Resolution No. 115**

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, There are a great number of persons working in the shops at different branches of the trade, who do not belong to the N. B. of O. P.; therefore be it

Resolved, That all persons, working at any branch of the trade that is recognized by the N. B. of O. P. and the United States Potters' Association, shall be compelled to join the N. B. of O. P.

#### **Resolution No. 116**

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, There seems to be much carelessness through the trade in starting apprentices even when competent journeymen can be secured and we feel it is not protecting our respective trades; therefore be it

Resolved, That hereafter no apprentice shall be allowed to start until the local has advertised in the Potters Merald for two weeks for a journeyman and then only by consent of the local union.

#### **Resolution No. 117**

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, The cost of living has increased in the last five years, and the rate of wages paid the kilndrawers is so small that it is almost impossible for them to exist; therefore be it

Resolved, That after the expiration of the present agreement the kilndrawers be paid \$2.00 per kiln, and the emptier \$2.25.

#### **Resolution No. 118**

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, The kilndrawers at many of the shops are required to open kilns the day before drawing, when the kilns are of an excessive heat, and we feel that this is an injustice; therefore be it

Resolved, That the Kilndrawers shall not be required to open kilns hereafter until the usual time of drawing, or in case they have to open the kilns the men shall receive 50 cents each for each kiln.

#### **Resolution No. 119**

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, It has been customary for bisque kilnmen to

run but six saggars of topping and some firms are compelling their kilnmen to run flat above the usual height which is not justly paid for; therefore be it

Resolved, That after October 1, 1915, all extra flat run above the regular height, shall be paid for as two for one.

#### Resolution No. 121

By Local Union No. 59 (Kilnmen Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, The kilnmen at a number of the potteries throughout the country, carry wads a very long distance, which we believe is an imposition, and we feel that all wads should be delivered to the bench free of cost to the kilnmen; therefore be it

Resolved, That after October 1, 1915, all wads shall be delivered to the kilnmen at the firm's expense.

#### Resolution No. 122

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, We believe it unfair to the dippers for the boss dipper to be paid 50 cents per day out of the time of the kilns; therefore be it

Resolved, That in all potteries the firm pay the boss dipper the 50 cents per day.

#### Resolution No. 130

By Local Union No. 75 (General Ware, Mixed) Coshocton, Ohio

Whereas, It is the custom of some firms to have the cup jiggerman make his cups thinner than usual for two or three days; so thin in fact that they should be paid for as extra thin; and

Whereas, There is no established weight for thin or extra thin; therefore be it

Resolved, That this convention establish a standard weight for said cups, to go into effect at once; cups to be weighed in the clay state.

#### Resolution No. 131

By Local Union No. 76 (General Ware, Mixed) Buffalo, N. Y.

Resolved, That on and after the expiration of the present agreement, bench bosses in kilnsheds shall receive \$2.75 per kilnman's day; and be it further

Resolved, That journeymen kilnmen shall receive \$2.25 per kilnman's day.

#### Resolution No. 135

By Local Union No. 80 (General Ware, Mixed) Huntington, West Virginia.

Whereas, The kilnmen, in a great many shops, are re-

quired to run out green saggars on their own time; therefore be it

Resolved, That the green saggars be delivered to the kiln which they are placing, at the firm's expense.

#### **Resolution No. 141**

By Local Union No. 80 (General Ware, Mixed) Huntington, West Virginia.

Whereas, It takes as much time to make all plain ware, and it is just as hard to make as festoon ware, and costs as much for help; therefore be it

Resolved, That all plain ware be advanced to festoon prices.

#### **Resolution No. 144**

By Local Union No. 80 (General Ware, Mixed) Huntington, West Virginia.

Whereas, The saggermaker has been paying one-half the expense of putting up and pugging out of clay; therefore be it

Resolved, That the sagger clay be put on the floor at the expense of the firm.

#### **Resolution No. 154**

By Local Union No. 88 (Kilnfiremen) East Liverpool, Ohio.

Resolved, That firemen shall not be required to fire off more than two kilns in one day; if there are more than two kilns firing off the day fireman shall have help until the number of kilns are reduced to two kilns.

#### **Resolution No. 158**

By Local Union No. 88 (Kilnfiremen) East Liverpool, Ohio.

Resolved, That when a night fireman is asked to take care of more than three hot kilns he shall receive extra pay for all over three hot kilns.

#### **Resolution No. 178**

By Local Union No. 95 (Decorating Kilnfiremen and Kilnplacers) East Liverpool, Ohio.

Resolved, That all decorating kilns of the six tier, four mouth and eight tile type that are fired with gas shall be paid not less than \$1.00 per mouth or \$4.00 per kiln; and be it further

Resolved, That in cases where such a kiln as the above is fired with coal it shall be paid not less than \$4.65 per kiln, and the extra 65 cents shall be paid to an extra man and it shall be his duty to put on all batings of coal, start all fires in fire boxes, remove all coal and ashes, and do all other duties required in the pit.



**Resolution No. 179**

By Local Union No. 95 (Decorating Kilnfiremen and Kilnplacers) East Liverpool, Ohio.

Resolved, That each decorating kilnplacer shall receive not less than \$3.25 for each kiln of the six tier, four mouth and eight tile type that he draws and places, and he shall receive the same rate of pay in case he is compelled to help on another kiln when there is not a full crew, which must not be less than one man per kiln, including the fireman the same as a placer; and be it further

Resolved, That the fireman on each job, with kilns of the size stated above, shall receive not less than 75 cents for firing each kiln, and he shall have the privilege of drawing and placing one kiln only each day at the same rate as the placer, which is \$3.25 each; and be it further

Resolved, That the fireman must draw and place this kiln himself, if he compels a placer to help on his kiln, the placer must receive one-half of the price paid for the kiln, or \$1.62 ½.

**Resolution No. 180**

By Local Union No. 95 (Decorating Kilnfiremen and Kilnplacers) East Liverpool, Ohio.

Whereas, At the present time most all decorating shop foremen have started a new system of having the kilns placed. It was always customary to place saucers and fruits on bisque plates, but now they compel the man to stilt such ware which is an injustice at this price; therefore be it

Resolved, That all kilns in which all saucers or fruits are put in the kilns stilted, the men shall receive \$1.00 extra for stilting the saucers and fruits, and in all kilns where only a portion of the saucers and fruits are stilted they shall receive 50 cents extra.

**Resolution No. 184**

By Local Union No. 95 (Decorating Kilnfiremen and Kilnplacers) East Liverpool, Ohio.

Whereas, Some decorating shop foremen work an injustice on decorating kiln firemen and placers by being dilatory in not giving them the ware for the kiln until an unreasonable hour, thereby keeping the firemen on the job as late as 8 p. m., in some cases, to fire the kilns off; therefore be it

Resolved, That all "fire-up" decorating kiln doors be closed not later than 10 a. m.

**Resolution No. 187**

By Local Union No. 95 (Decorating Kilnfiremen and Kilnplacers) East Liverpool, Ohio.

Resolved, That all decorating kilns be paid \$1.00 per mouth or the same rate as stated in Resolution No. 178, and that all working conditions shall be the same.

**Resolution No. 188**

By Local Union No. 95 (Decorating Kilnfiremen and Kilnplacers) East Liverpool, Ohio.

Resolved, That all decorating kiln placers shall be allowed to leave the factory when they have done their day's work, and that no special number of hours shall represent a day's work; each man shall start to work not earlier than 6 a. m., and shall leave the shop when work is done.

**Resolution No. 196**

By Local Union No. 80 (General Ware, Mixed) Huntington, West Virginia.

Whereas, It has been the custom for the kilnhands to stand one-half the expense of the pin boy's wages; therefore be it

Resolved, That all pin saggars be cleaned and set in front of the kiln at which the kilnmen are working at the firm's expense.

The committee recommended the rejection of the foregoing resolutions commencing with Resolution No. 25 and ending with Resolution No. 196, with the exception of Resolution No. 122.

Motion by E. J. Whitehead that the recommendation of the committee be concurred in.

Motion carried.

Resolution No. 122 was then taken up for consideration.

**Resolution No. 122**

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, We believe it unfair to the dippers for the boss dipper to be paid 50 cents per day out of the time of the kilns; therefore be it

Resolved, That in all potteries the firm shall pay the boss dipper the 50 cents per day.

The committee recommended rejection.

Motion by E. J. Whitehead that we concur in the recommendation of the committee.

Motion carried.

**REPORT OF SANITARY PRICE LIST COMMITTEE.****Resolution No. 87**

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, There is no fixed rule governing the wages of a carrier-out; and

Whereas, We believe there should be some rule adopted for the purpose of creating a uniform wage for the carrier-out when working under the jurisdiction of the N. B. of O. P.; therefore be it

Resolved, That the following shall be the price paid to the carrier-out:

One day, 25 cents; two days and including three full days, 50 cents; over three days and including four full days, 75 cents; all over four days the minimum price shall be \$1.00.

The committee recommended that this question be made a local matter.

Motion by George M. Martin that we concur in the recommendation of the committee.

Motion carried.

### Recommendation of Sanitary Price List Committee.

We concur in that portion of the First Vice President's report which pertains to sanitary casting conference which was referred to this committee from the committee on officers' reports, and recommend that this convention go on record as being in favor of a conference on this matter as soon as possible.

The committee recommended adoption.

On motion by George M. Martin the recommendation of the committee was concurred in.

### Resolution No. 105

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Whereas, The present sanitary working list is unsatisfactory to the pressers; therefore be it

Resolved, That the present working list be abolished and the following substituted:

#### Jets

Up to \$1.95, 18 per week.....	\$35.10
Up to 2.05, 17 per week.....	34.85
Up to 2.15, 16 per week.....	34.40
Up to 2.25, 15 per week.....	33.75
Up to \$2.35, 15 per week.....	35.25
Up to \$2.45, 14 per week.....	34.30
Up to 2.60, 13 one week.....	33.80
Up to 2.60, 14 following week.....	36.40
Up to 2.75, 12 one week.....	33.00
Up to 2.75, 13 following week.....	35.75
Up to 2.85, 12 per week.....	33.20
Up to 3.00, 11 one week.....	33.00
Up to \$3.00, 12 following week.....	36.00

#### Washdowns

Up to \$1.09, 30 per week.....	\$32.70
Washdowns, reverse traps and extra heavy closets, up to \$1.80 .....	\$33.00 per week
Not more than five pieces per day.	

#### Tanks

Staple tanks, per week.....	\$30.00
Tanks with extras, channels and extra work on face .....	\$33.00 per week

Tanks not to be made over six and five per two days down to 90 cent tank.

### Urinals

All staple urinals.....\$30.00 per week  
 All special and syphon urinals.....\$33.00 per week  
 All prices in list to include all extras.

Change Rule 1 to read: Any presser making mixed work of any kind shall base his week's wages on the majority of kind of pieces made. The rest of list to remain as at present.

The committee offered the following substitute for Resolution No. 105:

### Rules Governing Day's Work in Sanitary Pressing.

Five Regular Syphon-Action Washdowns shall constitute a day's work.

Five Reversed Trap and other style closets at \$1.00 each, shall constitute a day's work.

Four Reversed Trap and other style closets at \$1.25 each, shall constitute a day's work.

Pressers must not under any circumstances make more than the specified number of the different style closets for a regular day's work.

Where the making price of any of the above style closets is increased because of added or special features, the presser is allowed to earn as near as possible an average of \$5.50 a day.

Three Regular Syphon Jets, and similar price special closets, shall constitute a day's work.

Syphon Jets, and similar price special closets up to \$1.95 each, three pieces shall constitute a day's work.

Syphon Jets, and special closets above \$1.95 each, as near as possible an average of \$6.00 a day.

Staple Tanks, not to exceed an average of \$5.00 a day.

Staple Tanks, paying extra price because of special features, not to exceed an average of \$5.50 a day.

Staple and Car Urinals, as near as possible an average of \$5.50 a day.

Staple and Syphon Urinals, as near as possible an average of \$6.00 a day.

All style Lavatories up to 22 inch, as near as possible an average of \$5.50 a day.

All style Lavatories, 22 inch up, as near as possible an average of \$6.00 a day.

Small Drinking Fountains, Dental Lavatories, Slop Sink Traps and other small specialties, as near as possible an average of \$5.50 a day.

Large Drinking Fountains, Pedestal Fountains, Kitchen Sinks, Lavatory Pedestals, and other similar specialties, as near as possible an average of \$6.00 a day.

Slop Hoppers, ten pieces shall constitute a full week's work.

Car Hoppers, Short Hoppers, Tall Hoppers, Bracket Hoppers, Traps, Closet Bowls, Basins and other small ware, as near as possible an average of \$5.00 a day.

Pressers making mixed work shall base their day's wages on the rate fixed for the best class of work they are making.

Pressers making mixed work must not make more than the specified number of the different style closets for a day's work.

Pressers making mixed work shall confine their earnings

to as near as possible \$36.00 a week.

No ware shall be made in addition to the regular day's work to make up for loss of time, or bad ware in the shop, bisque or glost kilns.

Shops having a half day holiday on Saturday the presser shall make only a half day's work, but in cases where three or five pieces constitute a day's work, a major portion may be made for half day's work.

Pressers making ware based on a \$6.00 day wage shall confine their earnings to as near as possible \$36.00 a week.

Motion by George M. Martin that we concur in the recommendation of the committee.

Motion carried.

Motion by George M. Martin that we take up Resolution No. 203 for discussion; this resolution had been previously referred to the Sanitary Price List Committee by the convention.

### Resolution No. 203

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, The great majority of persons engaged in casting sanitary ware are unorganized, which is an obstacle to our future welfare and improvement; therefore be it

Resolved, That the N. B. of O. P. immediately take steps towards a thorough organization of all persons engaged in the sanitary casting process.

The recommendation of the Committee on State of Order was to reject the resolution.

The motion was to adopt the recommendation of the committee.

The motion lost.

Motion by T. B. Dennis that Resolution No. 203 be adopted as read.

Motion carried.

Motion by R. H. Smith that we continue in session until we finish up the business of the convention.

Motion carried.

### REPORT OF FINANCE COMMITTEE

Motion by A. V. Gilbert that the assistant secretary be paid \$10.00 for his services.

Motion carried.

### SELECTION OF CONVENTION CITY

Motion by Charles Gallagher that we go into the nomination and election of a convention city.

Motion carried.

The following named places were placed in nomination:

East Liverpool, Ohio; Columbus, Ohio; Atlantic City, New Jersey, and Crooksville, Ohio.

On motion by John Potts the nominations were closed.

### Result of Election for Convention City

East Liverpool, two (2) votes; Columbus, thirty-five (35)



votes; Atlantic City, fifty-five (55) votes; Crooksville, four (4) votes. Atlantic City received a majority of all votes cast.

### REPORT OF COMMITTEE ON FINANCE.

The Finance Committee recommended the payment of the following bills for mileage, etc.:

		Expenses & Mileage
President Edward Menge.....	\$	43.20
First Vice President F. H. Hutchins.....		27.90
Second Vice President S. B. Burgess.....		111.20
Third Vice President John Randolph... ..		87.90
Fourth Vice President S. M. Moore... ..		91.50
Fourth Vice President Geo. M. Martin... ..		89.50
Sixth Vice President Thos. M. Woods.....		110.15
Seventh Vice President John Shingler.....		114.20
Secretary-Treasurer John T. Wood.....		48.57
Herald Mgr., Will T. Blake.....		38.32
Local Union		
No.		
4	Homer Owen .....	12.22
	M. J. O'Shea .....	12.22
	Ed. Miller .....	12.22
5	Frank Brizius .....	31.65
	Peter Elliott .....	31.65
7	James Hill .....	20.02
	A. L. Diebert .....	20.02
9	William H. Cox .....	12.12
	John Potts .....	12.22
	Granville Alvis .....	12.22
	M. F. Cochran .....	12.22
	Wm. P. Green .....	12.22
	A. V. Gilbert .....	12.22
10	Thomas Bayley .....	12.22
	John P. Duffy .....	12.22
	James Gibson .....	12.22
11	William Schiener .....	7.55
12	Frank W. Gratton .....	12.22
	Charles Higgins .....	12.22
	Lawrence Rigby .....	12.22
	Charles Gallagher .....	12.22
16	Thomas Yates .....	12.12
	Hubert Hunt .....	12.22
17	E. L. Veith .....	12.22
	A. C. Townley .....	12.22
	G. W. Newbraugh .....	12.22
	Leroy Fowler .....	12.22
18	William H. Green .....	12.22
	Wm. Pittinger .....	12.22
20	Geo. Anderson .....	12.16
	Harry McCullough .....	12.16
22	Harry Stoddard .....	12.22
24	Albert Beech .....	12.42
	Howard Mackey .....	12.42
25	Wm. Denning .....	12.22
26	Vic. Simmons .....	28.65
	Fritz Gollner .....	28.65

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28	W. R. Westwood .....	10.00
29	Thomas Farrall .....	12.22
30	Russell Slocum .....	16.00
31	Fred Booth .....	12.65
	Bert Whitacre .....	12.65
	Robert Daley .....	12.65
33	Fred W. Thompson .....	11.50
35	Lewis Driber .....	3.40
	James Clark .....	3.40
	Joshua Delaney .....	3.40
	Joseph Austin .....	3.40
36	James Cunningham .....	3.40
37	William Young .....	3.40
40	Robert W. Rowland .....	3.40
	Alvin Remsen .....	3.40
41	Thos. Carmody .....	3.40
44	Charles A. Dorff .....	14.75
	Harry B. Crewson .....	14.75
	Stephen Leighton .....	14.75
45	James Bailey .....	3.40
	Fred Bentley .....	3.40
	George Cartlidge .....	3.40
	Thomas Dennis .....	3.40
	Harry Hassall .....	3.40
	Anthony Spair .....	3.40
	Robt. Wellslager .....	3.40
	Hugh Buchanan .....	3.40
	James Lindley .....	3.40
	James Longmuir .....	3.40
	Aaron T. C. Potts .....	3.40
46	John E. Kline .....	10.00
49	Wm. Locket .....	3.40
50	George Mackert .....	2.00
51	Chas. A. Edie .....	10.70
	John Horan .....	10.70
52	William Adams .....	12.24
53	Elizabeth Emminger .....	12.22
54	Richard Owrey .....	12.66
56	Lawrence Collins .....	5.00
57	Joseph Morgan .....	13.70
59	Daniel McPhail .....	14.80
	Robert Walker .....	14.80
	John Beuhler .....	14.80
63	Wm. Briggs .....	3.40
	W. Pointon .....	3.40
66	R. H. Smith .....	16.20
70	Glen Haines .....	14.10
71	F. M. Howell .....	13.18
72	Lon L. Fash .....	31.65
	J. Vern Johnston .....	31.65
73	Geo. Sasman .....	10.00
74	Jos. S. Kerr .....	14.32
75	George Young .....	16.12
76	Robert Gaston .....	20.75
77	A. W. Pieper .....	10.00
	John O'Malley .....	10.00
	Martin Welsh .....	10.00
78	George Smith .....	24.55
	William Shenton .....	24.55

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79	Thomas Gilligan .....	17.52
80	Harry Lowe .....	12.00
81	Wm. G. Astbury .....	3.40
86	Harry Prescott .....	12.22
88	J. D. Spencer .....	12.22
91	Harry Walker .....	3.40
94	Mary Hanley .....	12.22
	Bonna Schillings .....	12.22
	Louise Mitchell .....	12.22
	Ellen Mullen .....	12.22
	Dorothy Peterson .....	12.22
95	Frank Hull .....	12.22
96	Harold Holden .....	5.00
	Sanitary Stand. Com., R. A. McDevitt.....	68.15
	E. G. W. Stand. Com., E. J. Whitehead.....	64.90
	W. G. W. Stand. Com., Fred Schodde.....	78.20
	Eastern Health Inspector, Wm. Mushet....	18.40
	H. H. Young, hall rent .....	60.00
	J. A. Walker, janitor service .....	14.50
	Assistant Secretary, Aaron T. C. Potts....	10.00

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Total ..... \$2,337.30

Motion by Thomas Bayley that the report of the committee be received and the bills paid.

Motion carried.

### INSTALLATION OF OFFICERS.

The newly elected officers were then installed by Manager Will T. Blake.

There being no further business to come before the convention, upon motion by E. J. Whitehead the convention adjourned sine die.

JOHN T. WOOD,  
National Secretary-Treasurer.

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PROCEEDINGS.

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TWENTY-SIXTH  
ANNUAL  
CONVENTION

OF THE  
NATIONAL  
BROTHERHOOD  
OF  
OPERATIVE  
POTTERS

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HELD AT  
ATLANTIC CITY, N. J.  
JUNE 30th. TO JULY 10th. 1916

THE UNIVERSITY OF ALABAMA

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# PROCEEDINGS



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## TWENTY-SIXTH ANNUAL CONVENTION OF THE NATIONAL BROTHERHOOD OF OPERATIVE POTTERS

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**THE POTTERS HERALD PRINT**

East Liverpool, Ohio

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# TWENTY-SIXTH ANNUAL CONVENTION

*of the*

National Brotherhood of Operative Potters

## REPORT OF PROCEEDINGS

### MORNING SESSION

I. O. O. F. Hall, Atlantic City, N. J., June 30, 1916.

The Twenty-Sixth Annual Convention of the National Brotherhood of Operative Potters was called to order at 10:15 A. M., by President Edward Menge.

The first order of business was the reading of the report of the committee on credentials which had been previously appointed.

The report reads as follows:

We, your credential committee, have examined the credentials and find the following officers and delegates entitled to seats in this convention:

President—Edward Menge.

First Vice President—F. H. Hutchins.

Second Vice President—S. B. Burgess.

Fourth Vice President—S. M. Moore.

Fifth Vice President—George M. Martin.

Sixth Vice President—T. M. Woods.

Seventh Vice President—John Shingler.

Secretary-Treasurer—John T. Wood.

Herald Manager—Will T. Blake.

Local Union No. 4—George Chadwick, Dan Morgan, Homer Owen.

Local Union No. 5—Thomas Swift, E. L. Vaught.

Local Union No. 7—Thomas Moss, George Taylor.

Local Union No. 10—James D. Gibson, Thomas Ramsey, John Duffy.

Local Union No. 11—George Nelles.

Local Union No. 12—John Laughlin, F. W. Gratton, Louis DeBee, F. McCullough.

Local Union No. 16—David Turner, James Gething.

Local Union No. 17—John Morehead.

Local Union No. 18—Thomas B. Hancock.

Local Union No. 20—Robert Anderson, John Wilson.

Local Union No. 22—John Duffy.

Local Union No. 26—Pete Holzhammer, Sidney Banner.

Local Union No. 28—Charles McCullough.

Local Union No. 29—Gilbert Simpson.

Local Union No. 31—Frank Neville, August Sewickley, Harry Gregory.

Local Union No. 35—Thomas Henry, Michael Moran, William Croot, Daniel Green.

Local Union No. 36—Elvin Applegate, John Rowley.

Local Union No. 37—William E. Young.

Local Union No. 40—William Hill, Robert Rowland.

Local Union No. 41—Thomas Gannon.

Local Union No. 44—John Myler, Larry Maley, Steve Leighton.

Local Union No. 45—Arthur Adams, George Cartlidge, Herbert Caswell, Harry Hassell, James Kennedy, Robert Martin, Harold Snow, Walter Unstead, Hugh Buchannan, Reuben Seeley, John Brennen.

Local Union No. 46—John D. Bowers, Walter Leiner.

Local Union No. 49—William Bauman.

Local Union No. 50—Walter Nixon.

Local Union No. 51—Charles M. Flick.

Local Union No. 52—Samuel Schrecongost.

Local Union No. 53—Katheryn Bradley.

Local Union No. 54—Charles Ewers.

Local Union No. 63—Frank Hollins, William Briggs.

Local Union No. 70—Foster Mackall.

Local Union No. 71—E. O. Lloyd.

Local Union No. 72—Frank Medick, John Newbeck.

Local Union No. 73—William E. Lang.

Local Union No. 74—Albert Pretty, E. M. Gould.

Local Union No. 76—Norman E. Ward.

Local Union No. 77—Thomas Wallbanks, Samuel Hilditch, William Gonders.

Local Union No. 78—William Shenton, George Smith.

Local Union No. 79—Herford Moore.

Local Union No. 81—William G. Astbury.

Local Union No. 82—Edgar Jones.

Local Union No. 85—Fred Cook.

Local Union No. 89—Joe Miller.

Local Union No. 90—George Bell.

Local Union No. 93—Wesley H. Romine.

Local Union No. 96—Hugh Church.

Eastern Generalware Committee—E. J. Whitehead.

Western Generalware Committee—George Smith.

Sanitary Committee—R. A. McDevitt.

Eastern Inspector—William Mushet.

Signed,

WM. A. CRQOT,

HOMER OWEN,

Committee on Credentials.

Motion by Michael Moran that the report of the committee be accepted and the delegates seated.

Motion carried.

Appointments were then made as follows:

Assistant Secretary, George M. Martin, Local Union No. 45.

Inspectors—Dan Morgan, Local Union No. 4, and Hugh Church, Local Union No. 96.

Guards—John Morehead, Local Union No. 17, morning sessions, and E. O. Lloyd, Local Union No. 71, afternoon sessions.

Committees were then announced as follows:

Committee on Rules—

L. U. No.

John Shingler . . . . . 4

Thomas Ramsey . . . . . 10

John Morehead .....	17
Herbert Caswell .....	45
Charles M. Flick .....	51
Frank Hollins .....	63
E. M. Gould .....	74
Fred Cook .....	85
Kathryn Bradley .....	53
John Brennen .....	45

## Committee on Appeals and Grievances—

W. T. Shenton .....	78
Walter Umstead .....	45
John D. Bowers .....	46
Joseph Miller .....	89
Thomas Ramsey .....	10
Albert Pretty .....	74
Elvin Applegate .....	36
William Gonder .....	77

## Committee on Health—

George Cartlidge .....	45
Daniel Morgan .....	4
Harry Gregory .....	31
Steve Leighton .....	44
Arthur Adams, Sr. ....	45
Charles Ewers .....	54
Foster Mackall .....	70
John Newbeck .....	72
Norman E. Ward .....	76
William Mushet .....	45

## Committee on Finance—

William Croot .....	35
Homer Owen .....	4
E. O. Lloyd .....	71
Reuben Seeley .....	45
William E. Lang .....	73
Wesley W. Romine .....	93
Charles M. Flick .....	51
William Bauman .....	49

## Committee on Law—

T. M. Woods .....	44
George Taylor .....	7
John Laughlin .....	12
Robert Anderson .....	20
F. McCullough .....	12
Hugh Church .....	96
Daniel Green .....	35
August Sewickley .....	31

## Committee on Resolutions—

W. T. Blake .....	10
E. L. Vaught .....	5
George Nelles .....	11
Frank Neville .....	31



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Robert Martin .....	45
Samuel Schrencengost .....	52
Committee on State of Order—	
S. M. Moore .....	45
George Chadwick .....	4
Thomas Swift .....	5
John P. Duffy .....	10
John Wilson .....	20
Sidney Banner .....	26
John Myler .....	44
Harry Hassell .....	45
Committee on Officers Reports—	
E. J. Whitehead .....	36
James Ward .....	10
Robert Rowland .....	40
Hugh Buchanan .....	45
Frank Medick .....	72
George Smith .....	78
George Smith .....	9
Louis DeBee .....	12
Dave Turner .....	16
Thomas Wallbanks .....	77
Committee on Sanitary Price List—	
George M. Martin .....	45
Thomas Moss .....	7
Peter Holzheimer .....	26
Charles McCullough .....	28
Thomas Henry .....	35
Thomas Gannon .....	41
James Kennedy .....	45
R. A. McDevitt .....	45
Walter Leiner .....	46
Walter Nixon .....	50
William Briggs .....	63
Samuel Hilditch .....	77
Herford Moore .....	79
George Bell .....	90
Harold Snow .....	45
W. G. Astbury .....	81
Edgar Jones .....	82
Joe Keenan .....	89
Committee on General Ware Price List—	
Samuel Burgess .....	10
Frank Gratton .....	12
James Gething .....	16
Thomas B. Hancock .....	18
John Duffy .....	22
Michael Moran .....	35
William Hill .....	40
John Rowley .....	36
William E. Young .....	37
Larry Maley .....	44
Gilbert Simpson .....	29

## Press Committee—

Will T. Blake .....	10
Frank H. Hutchins .....	45

The resolutions in the printed program were referred to the different committees, without reading, as follows:

Resolution No. 1, by Local Union No. 7, was referred to the Committee on Sanitary Price List.

Resolution No. 2, by Local Union No. 7, was referred to the Committee on Sanitary Price List.

Resolution No. 3, by Local Union No. 7, was referred to the Committee on Health.

Resolution No. 4, by Local Union No. 7, was referred to the Committee on Law.

Resolution No. 5, by Local Union No. 7, was referred to the Committee on Sanitary Price List.

Resolution No. 6, by Local Union No. 24, was referred to Committee on Health.

Resolution No. 7, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 9, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 10, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 11, by Local Union No. 26, was referred to the Committee on Health.

Resolution No. 12, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 13, by Local Union No. 26, was referred to the Committee on Law.

Resolution No. 14, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 15, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 16, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 17, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 18, by Local Union No. 28, was referred to the Committee on Sanitary Price List.

Resolution No. 19, by Local Union No. 28, was referred to the Committee on Sanitary Price List.

Resolution No. 20, by Local Union No. 31, was referred to the Committee on General Ware Price List.

Resolution No. 21, by Local Union No. 31, was referred to the Committee on General Ware Price List.

Resolution No. 22, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 23, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 24, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 25, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 26, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 27, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 28, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 29, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 30, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 31, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 32, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 33, by Local Union No. 36, was referred to the Committee on Sanitary Price List.

Resolution No. 34, by Local Union No. 36, was referred to the Committee on Law.

Resolution No. 35, by Local Union No. 42, was referred to the Committee on Health.

Resolution No. 36, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 37, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 38, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 39, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 40, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 41, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 42, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 43, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 44, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 45, by Local Union No. 45, was referred to the Committee on Law.

Resolution No. 46, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 47, by Local Union No. 46, was referred to the Committee on Sanitary Price List.

Resolution No. 48, by Local Union No. 46, was referred to the Committee on Sanitary Price List.

Resolution No. 49, by Local Union No. 46, was referred to the Committee on Sanitary Price List.

Resolution No. 50, by Local Union No. 46, was referred to the Committee on Sanitary Price List.

Resolution No. 51, by Local Union No. 46, was referred to the Committee on Sanitary Price List.

Resolution No. 52, by Local Union No. 46, was referred to the Committee on Sanitary Price List.

Resolution No. 53, by Local Union No. 46, was referred to the Committee on Sanitary Price List.

Resolution No. 54, by Local Union No. 46, was referred to the Committee on Sanitary Price List.

Resolution No. 55, by Local Union No. 46, was referred to the Committee on Sanitary Price List.

Resolution No. 56, by Local Union No. 46, was referred to the Committee on Sanitary Price List.

Resolution No. 57, by Local Union No. 49, was referred to the Committee on Sanitary Price List.

Resolution No. 58, by Local Union No. 49, was referred to the Committee on Sanitary Price List.

Resolution No. 59, by Local Union No. 49, was referred to the Committee on Sanitary Price List.

Resolution No. 60, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 61, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 62, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 63, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 64, by Local Union No. 50, was referred to the Committee on Health.

Resolution No. 65, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 66, by Local Union No. 50, was referred to the Committee on Law.

Resolution No. 67, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 68, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 69, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 70, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 71, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 72, by Local Union No. 50, was referred to the Committee on Law.

Resolution No. 73, by Local Union No. 50, was referred to the Committee on Law.

Resolution No. 74, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 75, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 76, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 77, by Local Union No. 50, was referred to the Committee on Law.

Resolution No. 78, by Local Union No. 51, was referred to the Committee on Law.

Resolution No. 79, by Local Union No. 52, was referred to the Committee on Law.

Resolution No. 80, by Local Union No. 53, was referred to the Committee on Sanitary Price List.

Resolution No. 81, by Local Union No. 53, was referred to the Committee on General Ware Price List.

Resolution No. 82, by Local Union No. 53, was referred to the Committee on State of Order.

Resolution No. 83, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 84, by Local Union No. 59, was referred to the Committee on Law.

Resolution No. 85, by Local Union No. 59, was referred to the Committee on Law.

Resolution No. 86, by Local Union No. 73, was referred to the Committee on Sanitary Price List.

Resolution No. 87, by Local Union No. 73, was referred to the Committee on Sanitary Price List.

Resolution No. 88, by Local Union No. 73, was referred to the Committee on Sanitary Price List.

Resolution No. 89, by Local Union No. 77, was referred to the Committee on Sanitary Price List.

Resolution No. 90, by Local Union No. 77 was referred to the Committee on Sanitary Price List.

Resolution No. 91, by Local Union No. 79, was referred to the Committee on Sanitary Price List.



Resolution No. 92, by Local Union No. 79, was referred to the Committee on Sanitary Price List.

Resolution No. 93, by Local Union No. 79, was referred to the Committee on Sanitary Price List.

Resolution No. 94, by Local Union No. 79, was referred to the Committee on Sanitary Price List.

Resolution No. 95, by Local Union No. 79, was referred to the Committee on Sanitary Price List.

Resolution No. 96, by Local Union No. 79, was referred to the Committee on Sanitary Price List.

Resolution No. 97, by Local Union No. 80, was referred to the Committee on Finance.

Resolution No. 98, by Local Union No. 81, was referred to the Committee on Sanitary Price List.

Resolution No. 99, by Local Union No. 82, was referred to the Committee on Law.

Resolution No. 100, by Local Union No. 82, was referred to the Committee on Sanitary Price List.

Resolution No. 101, by Local Union No. 82, was referred to the Committee on Sanitary Price List.

Resolution No. 102, by Local Union No. 82, was referred to the Committee on Sanitary Price List.

Resolution No. 103, by Local Union No. 82, was referred to the Committee on State of Order.

Resolution No. 104, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 105, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 106, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 107, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 108, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 109, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 110, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 111, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 112, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 113, by Local Union No. 90, was referred to the Committee on Sanitary Price List.

Resolution No. 114, by Local Union No. 90, was referred to the Committee on Law.

Resolution No. 115, by Local Union No. 90, was referred to the Committee on Sanitary Price List.

Resolution No. 116, by Local Union No. 90, was referred to the Committee on Sanitary Price List.

Resolution No. 117, by Local Union No. 90, was referred to the Committee on Sanitary Price List.

Resolution No. 118, by Local Union No. 90, was referred to the Committee on Law.

Resolution No. 119, by Local Union No. 90, was referred to the Committee on Sanitary Price List.

Resolution No. 120, by Local Union No. 90, was referred to the Committee on Sanitary Price List.

Resolution No. 121, by Local Union No. 90, was referred to the Committee on Sanitary Price List.

Resolution No. 122, by Local Union No. 90, was referred to the Committee on Sanitary Price List.

Resolution No. 123, by Local Union No. 90, was referred to the Committee on State of Order.

Resolution No. 124, by Local Union No. 90, was referred to the Committee on Health.

Resolution No. 125, by Local Union No. 99, was referred to the Committee on Health.

Resolution No. 126, by Local Union No. 99, was referred to the Committee on Law.

Resolution No. 127, by Local Union No. 99, was referred to the Committee on General Ware Price List.

Resolution No. 128, by Local Union No. 99, was referred to the Committee on General Ware Price List.

Resolution No. 129, by Local Union No. 99, was referred to the Committee on Law.

Resolution No. 130, by Local Union No. 99, was referred to the Committee on Finance.

Resolution No. 131, by the Executive Board, was referred to the Committee on General Ware Price List.

Resolution No. 132, by the Health Committee, was referred to the Committee on Sanitary Price List.

Resolution No. 133, by Local Union No. 37, was referred to the Health Committee.

Resolution No. 134, by Local Union No. 37, was referred to the Committee on General Ware Price List.

Badges and Financial Reports of the National Officers were then passed out to the delegates.

#### Auditors' Report.

East Liverpool, Ohio, June 23, 1916.  
To the Officers and Delegates of the Twenty-Sixth Annual Convention.

Greeting:

We, the Board of Auditors, appointed by the National President to audit the accounts of the President, First Vice President, Secretary-Treasurer, Board of Trustees, Manager of the Potters Herald and Eastern Trustees, hereby certify that we have attended to that duty and find the different accounts in excellent condition, not having found an error in any of the different accounts.

In the printed financial report of National Officers on page 57 there is a typographical error in the month of September, the total should be \$1,437.57 instead of \$1,834.13.

Respectfully submitted,

WILLIAM A. CROOT,  
HOMER C. OWEN,  
SAMUEL S. McCAMON,

Board of Auditors.

On motion by E. O. Lloyd the report of the Auditing Committee was received and made a part of the proceedings of the Convention.

Announcements were then made by chairmen of the different committees, after which the convention adjourned to meet at 2 p. m.

## Friday, June Thirtieth

### AFTERNOON SESSION

The convention was called to order by President Menge.

Delegate Robert Rowland was marked absent at roll call.

The reading of the minutes of the morning session was dispensed with.

The following resolutions which had been presented at the close of the morning's session were read and referred to the different committees as follows:

Resolution No. 135, by Local Union No. 17, was read and referred to the Committee on Law.

Resolution No. 136, by Local Union No. 77, was read and referred to the Committee on State of Order.

Resolution No. 137, by Local Union No. 90, was read and referred to the Committee on State of Order.

Resolution No. 138, by Local Union No. 22, was read and referred to the Committee on Law.

Resolution No. 139, by Local Union No. 82, was read and referred to the Committee on Law.

Resolution No. 140, by Local Union No. 26, was read and referred to the Committee on State of Order.

Resolution No. 141, by Local Union No. 26, was read and referred to the Committee on Law.

Resolution No. 142, by Local Union No. 50, was read and referred to the Committee on Finance.

Resolution No. 143, by Local Union No. 44, was read and upon the statements made by the delegates from Local Union No. 44, that the resolution was intended to meet a new condition, it was referred to the Committee on State of Order.

### REPORT OF COMMITTEE ON RULES.

The Committee on Rules beg leave to recommend the following rules and recommendations to govern the 1916 convention:

Rule 1. That two sessions be held daily, the first session to be from 9:30 a. m. to 12 m., the second to be from 2:30 p. m. to 5 p. m., except Saturdays when there will be one session, from 9:30 a. m. to 12 m., exclusive of July 4th.

Rule 2. That smoking shall be permitted during the sessions of the convention.

Rule 3. That no resolution shall be accepted for consideration after the close of Wednesday morning's session, except by

a two-thirds vote of the convention.

Rule 4. Each delegate present shall vote individually on all questions.

Rule 5. Any delegate retiring before 10:30 a. m. or 3:30 p. m., without a reasonable excuse, shall be marked absent.

Rule 6. Each delegate shall have a representative badge to wear in sight. Such badge shall be furnished by the National Brotherhood of Operative Potters free of cost to the delegate and shall remain the property of the National Brotherhood of Operative Potters until the convention adjourns, and any delegate attending a session without his badge, unless a reasonable excuse is offered, shall be fined one dollar.

Rule 7. That the visiting members be admitted to the rear of the hall but must not mingle with the delegates while the convention is in session.

Rule 8. That no information of the proceedings of the convention be furnished the press except by the Press Committee, and that the President instruct the delegates of the importance of this rule at the close of each session.

Rule 9. That no delegate be allowed to speak more than ten minutes on any one question unless by permission of the convention.

Rule 10.—It is the opinion of the committee that the President see that Section 15 of the Rules and Regulations is enforced during this convention.

Motion by Sidney Banner that the rules be adopted as read.

Motion carried.

## READING OF OFFICERS' REPORTS.

The annual reports of the National President and First Vice President were read and referred to the Committee on Officers Reports.

### Report of the Delegates to the American Federation of Labor Convention.

The Thirty-Fifth Annual Convention of the American Federation of Labor was held in San Francisco, California, commencing Monday, Nov. 8, and ending Monday, Nov. 22nd.

The first session of the convention was held in the California Building on the exposition grounds, where the delegates were welcomed by Governor Hiram Johnson, Mr. C. C. Moore, President of the Board of Directors of the Exposition; Mayor James Rolph, Jr., H. D. H. Connick, Director of Works of the Exposition, Hon. P. H. McCarthy, General President California State Building Trades Council, and Mr. Daniel P. Haggerty, President of the California State Federation of Labor.

The addresses of welcome were fittingly responded to by President Gompers, after which he declared the convention in session for the transaction of business.

The first order of business was the reading of the report of the Credential Committee. It showed that there were 341 delegates in attendance, representing 86 National and International Unions, 24 State Branches, 62 Central Bodies, 24 Trades and Federal Labor Unions, and 6 Fraternal Organizations.

President Gompers called upon James Duncan, First Vice



President of the A. F. of L., to read the abstract of the report of the Executive Council. A portion of the report was read, but on account of the confusion, caused by visitors passing through the building, it was impossible to hear, and the further reading of the report was discontinued. The convention then adjourned to meet at 10 o'clock Tuesday morning in Eagles Hall.

The full report of the Executive Council contained 150 pages of printed matter, dealing with 124 separate and distinct subjects, showing the work done by the Council during the year, and introducing many matters of importance for the consideration of the convention.

In addition to the Executive Council's report there were 160 resolutions introduced and disposed of during the sessions of the convention.

The Executive Council gave an account of the relations that had been maintained during the year between the American labor movement and the labor movement of other countries as well as with the international organized labor movement.

That the international relations between the labor organizations have stood the tests of the European war was evident from the attendance at the San Francisco Convention of the two fraternal delegates from the British Trades Union Congress, Ernest Bevin and Charles Ammon, and from the cablegram of cordial greeting from Carl Legien of the International Federation of Trade Unions. The two delegates brought to the convention cordial fraternal greetings from the British trade union movement and messages of good cheer of their success in maintaining union standards in protecting human interests even against the assaults of militarism. Further evidence of the international relations of the labor movement was contained in a letter of cordial greeting from the President of the Philippine Labor Congress, and in the report of the Executive Council showing the relations that have existed during the past year between the labor movement of America and the labor movement of Mexico, and outlining the necessity for establishing closer relations between the workers of the American continents.

The report of the Executive Council upon the Dick Military law is of interest. That report contained the following conclusion:

Our organization throughout the length and breadth of our land must realize their responsibility for taking a more active interest in public affairs. By asserting our civic rights we can prevent the Dick Military law from being manipulated so as to menace the rights and liberties of the struggling workers. Neither should the Dick Military law be permitted, under any circumstances, to become a pawn in the hands of the large trusts, corporations and railroads to use the military strength of the state and nation against the interests of the workers. There is not nearly so grave a danger in the Dick Military law as there is in the menace threatening our institutions through the private detective agencies and the private army of gunmen.

We feel, therefore, that the Dick Military law up to the present has not been a menace to the interest of the workers, and we recommend and urge that our organizations become active in their several communities and use all of their local and state influence to let the administrators of the law in such

communities thoroughly understand that they will not brook at any time unwarrantable interference of the citizen soldiery in their efforts to procure better and more profitable conditions of work.

On the proposition demanding the establishment of the eight-hour workday in private industries by law the convention stood firmly by the principles of voluntary institutions. It refused to entrust to governmental authorities the affairs vitally concerning the rights of the workers, the regulation and stipulation of industrial relations by law.

The proposition was fully discussed, and after hearing all of the arguments advanced the Federation maintained the position it has always held since its inception. It declared in favor of an eight-hour law for all government work and for those in government employ, and of concentrating efforts to secure the eight-hour workday, for labor in private industry through economic organization.

The convention declared in favor of the establishment of free state universities, of text books, tuition, laboratories, etc., being free to all.

It was directed that every effort be made to encourage the work of organizing the school teachers throughout the country.

The convention endorsed the progress of the ladies' auxiliaries of the various organizations and urged furtherance of the work of such bodies.

It was decided that every effort be made during the coming year to persuade the unaffiliated national and international unions to cast their lot with the great body of organized labor under the banner of the American Federation of Labor.

All national and international unions were urged to have their local unions affiliate with central bodies and state federations of labor under whose jurisdiction they may be located.

A bill before congress asking for the establishment of a Bureau of Labor Safety was endorsed by the convention.

An effort is to be made to include occupational diseases in all workmen's compensation laws.

The recommendation of the committee on adjustment, at the Philadelphia convention, providing for the establishment of a Board of Mediation and Conciliation to adjust jurisdictional disputes, which was referred to the Executive Council for consideration and report to the San Francisco convention, was disapproved by that body.

On the question of old age pensions the Executive Council reported that "several conferences were held in Washington by representative employes and organizations of employes of the United States government on the general subject of old age pensions, retirement allowances and superannuations; that at practically all of these conferences a wide difference of opinion was shown; that some delegates favored straight pensions by the government without contributions by employes; that others favored a contributory plan by employes provided an increase in salary would be allowed by congress; that several congressmen have expressed themselves as being favorable to a system of pensioning all old or incapacitated federal employes, but practically all avail themselves of the excuse that so long as the employes themselves differ as to plans and methods that it will be impossible to secure legislation of this character.. The convention instructed the Executive Council to continue its efforts

to get these organizations to agree on a definite plan to be presented to congress, for enactment.

The convention directed the President of the A. F. of L. to appoint a committee on unemployment and vagrancy laws. The committee is to make an investigation during the year and report to the next convention.

A resolution was adopted urging congress to make a proper and sufficient appropriation to the Department of Labor for the purpose of making an investigation of Industrial Schools, in the most complete manner possible, as well as to enable the Labor Department to enforce all rules, regulations and laws enacted and intended for the benefit of the workers of this nation.

The convention went on record in favor of the upbuilding of a merchant marine under the American flag, which shall be a part of the national defense against foreign aggressions.

All of the old officers of the Federation were re-elected.

W. B. Mahon, President of the Amalgamated Association of Street Railway Employes, and Mathew Woll, President of the Photo-Engravers' International Union, were selected to represent the American Federation of Labor at the British Trades Union Congress.

Harry P. Cochran, representing the West Virginia State Federation of Labor, was elected delegate to the Canadian Trades and Labor Congress.

Baltimore was selected as the 1916 convention city.

Respectfully submitted,

JOHN P. DUFFY,

EDWARD MENGE,

Delegates.

Motion by Will T. Blake that the report be received and printed in the proceedings of the convention, also the Potters Herald.

Motion carried.

Announcements were then made by the chairmen of the different committees after which the convention adjourned to meet Saturday morning at 9:30 a. m.

# Saturday Morning, July First

## MORNING SESSION

The convention was called to order by President Menge.  
Delegate Rowland was marked absent at roll call.

The reading of the minutes of the previous session was dispensed with.

### Report of Finance Committee.

A partial report on mileage was read by Homer C. Owen.

Motion by Sidney Banner that the report be received and the bills paid.

Motion carried.

### Resolution No. 97

By Local Union No. 80 (Generalware, Mixed) Huntington, W. Va.

Whereas, The price of sponges and tools used by potters are constantly advancing, thereby causing hardship in the increased cost of producing work without any increase in wages to meet the increased expense, and

Whereas, The potters of the United States pay thousands of dollars annually to retailers who charge exorbitant prices for these supplies, which can be avoided by cooperation, and

Whereas, We believe that the N. B. of O. P. can save its members 50 per cent of this cost by operating a cooperative supply department and still retain sufficient to cover the cost of operating this business; therefore be it

Resolved, That this Convention endorse the ownership and control of a cooperative supply department at the headquarters at East Liverpool under the supervision of the National Secretary to handle all tools and supplies used by potters; authorize the appropriation of \$500 to purchase the original stock; instruct the Executive Board to install said department within three months; and provide that all locals keep an open order book every meeting night, every member to pay cash with every order given to the local secretary or other official selected to superintend this correspondence, thus making each local a branch agency of the supply department which shall receive list of supplies and price list from headquarters whenever necessary.

The committee recommended rejection.

Motion by W. A. Croot that the recommendation of the committee be concurred in.

Motion carried.



**Resolution No. 130.**

By Local Union No. 99 (Generalware, Mixed) Clarksburg,  
W. Va.

Whereas, There has been a resolution passed at the last two conventions and endorsed by the trade, to have a union label on the ware, and at the conference the manufacturers have agreed if any shop wishes the same they will take it up later, as we believe the only way to get a union label on our product would be for the N. B. of O. P. to appropriate sufficient money to build and operate a pottery of their own; therefore be it

Resolved, That this Convention, assembled, appoint a committee of seven members, in good standing, from different crafts, to draw up ways and means by which to build a pottery and that sufficient funds be borrowed from the defense fund to build and operate; the same pottery to be located wherever the bonus, fuel and freight rates are to the best advantage.

The committee recommended rejection.

On motion by W. A. Croot the recommendation of the committee was concurred in.

**Recommendations of Finance Committee.**

The Committee on Finance made the following recommendations in reference to certain bills which had been referred to them, by the Executive Board, for a ruling to determine under what circumstances members can render bills to the national union for services.

First. The committee recommends the rejection of the bills referred to in the above action taken by the Executive Board.

Second. The Committee on Finance recommends that, with the exception of such committees already provided for in the National Constitution, no committee shall be considered a national committee, entitled to compensation for services by the national union, unless they have been authorized in writing, under the seal of the national union by an authorized national officer, of their appointment.

Motion by W. A. Croot that the recommendations of the committee be concurred in.

Motion carried.

**Report of Health Inspector.**

The report was read by Inspector William Mushet, and on motion by George Martin it was referred to the Committee on Health.

**Report of the Legislative Committee.**

Your committee begs leave to report we took an active part in the following bills:

Reorganizing the labor department, placing it on more practical lines, and calling for the reappointment by the legislature of the present head of the labor department. Your committee unanimously adopted this bill and urged its passage. It is now



a law.

A series of bills was introduced having for their object increasing the amount of compensation for injuries under the compensation. Also to include certain diseases as vocational diseases in the compensation act, including lead poison, etc., creating a workmen's aid bureau, and other matters pertaining to the better carrying out the provisions of the compensation act. Your committee indorsed those bills, and at the public hearings realized the necessity of getting some one of ability to take the questions up we waited on Prosecutor M. P. Devlin, who is an ex-potter, and he made a splendid argument for the adoption of the bills before the senate particularly the one including vocational diseases in the compensation act. He gave his services gratuitously. The bills were defeated.

Two bills were introduced for the purpose of destroying the power of the tenement house commission. This commission takes the power out of local boards of health in the erection of tenement houses, and the sanitation of workers' houses throughout the state, has the power to condemn and destroy dwellings where infectious diseases prevail, and to unify the sanitation of all dwellings. We worked for the defeat of these bills, and they were both defeated.

We also advocated a bill to appropriate \$10,000 to erect a building in Glen Gardner Sanatorium to be used for divine services on Sunday and be used for recreation during the week. The bill was defeated.

Your committee desires to thank Miss Hutchins for the great services she rendered us typewriting all the communications we had to mail to both essemblymen and senators concerning the bills we acted on. We took all these bills up and fought them to the best of our ability and this caused us to address the members of both houses frequently and Miss Hutchins' services are greatly appreciated. Our only expense was paper and stamps.

Respectfully submitted,

LEGISLATIVE COMMITTEE,

WM. MUSHET, Chairman.

Motion by George Martin that the report be received and entered in the proceedings of the convention.

Motion carried.

The following telegram was received from former President T. J. Duffy which was read and ordered placed in the proceedings of the convention:

"Kindly convey to delegates my greetings and sincere wishes for a successful convention.

"T. J. DUFFY."

Announcements were then made by the chairmen of the different committees after which the convention adjourned to meet Monday morning at 9:30 o'clock.

## Monday, July Third

### MORNING SESSION

The convention was called to order by President Menge.

All members present at roll call.

The minutes of the previous session were read and approved.

Resolutions which had been presented at the close of Saturday morning's session were read and referred as follows:

Resolution No. 144, by Local Union No. 45, was read and referred to the Committee on Law.

Resolution No. 145, by Local Union No. 45, was read and referred to the Committee on Law.

Resolution No. 146, by Local Union No. 45, was read and referred to the Committee on Law.

Resolution No. 147, by Local Union No. 45, was read and referred to the Committee on Law.

Resolution No. 148, by Local Union No. 45, was read and referred to the Committee on Law.

Resolution No. 149, by Local Union No. 45, was read and referred to the Committee on Law.

Resolution No. 150, by Local Union No. 45, was read and referred to the Committee on Law.

Resolution No. 151, by Local Union No. 45, was read and referred to the Committee on State of Order.

Resolution No. 152, by Local Union No. 45, was read and referred to the Committee on Finance.

Resolution No. 153, by Local Union No. 4, was read and referred to the Committee on State of Order.

Resolution No. 154, by Local Union No. 53, was read and referred to the Committee on Resolutions.

Resolution No. 155, by Local Union No. 35, was read and referred to the Committee on Law.

Resolution No. 156, by Local Union No. 28, was read and ruled out of order by President Menge because it conflicted with section 23 of the National Constitution governing the presenting of resolutions affecting the wage scale.

**Resolution No. 156**

By Local Union No. 28.

Whereas, It is the custom in certain shops that glost kilnmen and dippers are compelled to stamp ware which we believe to be an injustice to all parties concerned; therefore be it

Resolved, That this Convention notify shops where this is being done to discontinue doing said work.

**REPORT OF COMMITTEE ON GENERAL WARE PRICE LIST****Resolution No. 21**

By Local Union No. 31 (Generalware, Mixed) East Palestine, O.

Whereas, We think an injustice is being put on the kilndrawers by compelling them to come out at noon after turning a kiln down in the morning because it was too hot to draw; therefore be it

Resolved, That after August 1st, 1916, when a kiln is turned down in the morning, that they do not try the kiln again until the next morning, this to apply to the trade in general.

The committee recommended that Resolution No. 21 be referred back to Local Union No. 31 to be presented at the 1917 convention.

On motion by S. B. Burgess the recommendation of the committee was concurred in.

**Resolution No. 81**

By Local Union No. 53 (Finishers) East Liverpool, Ohio

Whereas, In shops where employes pay for sweeping and are obliged to sweep out from under benches and stillards; therefore be it

Resolved, That they be exempt from any sweeping.

The committee recommended that Resolution No. 81 be referred back to Local Union No. 53 to be presented at the 1917 convention.

Motion by S. B. Burgess that we concur in the recommendation of the committee.

Motion carried.

**Resolution No. 83.**

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and kilndrawers) Sebring, Ohio

Whereas, Most all the potteries west of the Allegheny mountains work on Saturday afternoons; therefore be it

Resolved, That Saturday afternoons shall be observed as a half holiday, and pay time shall be eleven thirty, on each pay day.

The recommendation of the committee was to refer Resolution No. 83 back to Local Union No. 59 to be presented at the 1917 convention.

On motion by S. B. Burgess the recommendation of the committee was concurred in.

### Resolution No. 128

By Local Union No. 99 (Generalware, Mixed) Clarksburg, W. Va.

Whereas, When a grievance is to be entered before the standing committee, both sides shall be compelled to exchange letters and duplicate letters and mail said letters within ten days after deciding to send each particular case before said committee. Any party refusing to abide by this law shall forfeit all claims without further action.

The committee recommended that Resolution No. 128 be referred back to Local Union No. 99, to be presented at the 1917 convention.

Motion by S. B. Burgess that the recommendation of the committee be concurred in.

Motion carried.

### Resolution No. 131

By the Executive Board.

Whereas, The Executive Board in investigating the butter bottom dispute between the jiggermen and finishers, which was referred to it by the last convention, finds that the prices of the separate parts vary considerably in the different potteries; the same is true also of the jiggered soap, and

Whereas, We feel that a uniform price should be established for each part of the plate bottom butter and the jiggered soap; therefore we would recommend that the following prices be adopted:

#### Plate Bottom Butter.

Cover, jiggering,  $6\frac{1}{2}$  cents per dozen, sticking-up and finishing, 10 cents per dozen.

Body, jiggering,  $6\frac{1}{2}$  cents per dozen, finished by sticker-up, 3 cents per dozen, finished by jiggerman's finisher,  $2\frac{1}{2}$  cents per dozen.

Drainer, jiggering, 3 cents per dozen, finished by sticker-up, 3 cents per dozen, finished by jiggerman's finisher,  $2\frac{1}{2}$  cents per dozen.

#### Jiggered Soap.

Cover, jiggering,  $6\frac{1}{2}$  cents per dozen, sticking-up and finishing, 10 cents per dozen.

Body, jiggering,  $8\frac{1}{2}$  cents per dozen, sticking-up and finishing, 7 cents per dozen.

Drainer, jiggering, 3 cents per dozen, finished by sticker-up, 3 cents per dozen, finished by jiggerman's finisher,  $2\frac{1}{2}$  cents per dozen.

The difference of one-half cent in the finishing price of the butter bottom and drainers, when done by the jiggerman's finisher, is allowed the jiggerman for furnishing sponges, tools, etc., and carrying out.

The committee recommended adoption.

On motion by S. B. Burgess the recommendation of the committee was concurred in.

**Resolution No. 134**

By Local Union No. 37

The committee recommended that the resolution be referred to the Health Committee.

On motion of S. B. Burgess the recommendation of the committee was concurred in.

(For action on Resolution No. 134 see Thursday morning's minutes.)

**REPORT OF COMMITTEE ON STATE OF ORDER.****Resolution No. 82.**

By Local Union No. 53 (Finishers) East Liverpool, Ohio

Whereas, There are many potters, male and female, receiving the union wage through the efforts of the N. B. of O. P., and doing nothing to keep it up; therefore be it

Resolved, That any one, male or female, receiving the union wage that one per cent of their wage be collected and turned into the defense fund; and be it further

Resolved, That they receive no benefits unless they affiliate themselves with the N. B. of O. P.

The committee recommended the rejection of Resolution No. 82 and further recommended that the previous recommendations of conventions be carried out, viz: That jiggermen hire finishers who are members of the N. B. of O. P.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion carried.

Motion by George M. Martin that when we adjourn we do so until Wednesday morning, July 5th.

Motion carried.

Announcements were then made by the chairmen of the different committees after which the convention adjourned to meet Wednesday morning at 9:30 o'clock.



## Wednesday, July Fifth

### MORNING SESSION

The convention was called to order by President Menge.  
All members present at roll call.  
Minutes of previous session were read and approved.

#### REPORT OF COMMITTEE ON SANITARY PRICE LIST.

##### Resolution No. 111

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal.

Whereas, Tank covers made with a three piece mould and beaded front are not paid for; therefore be it

Resolved, That they be opened for readjustment.

The committee recommended rejection.

Motion by R. A. McDevitt that the recommendation of the committee be concurred in.

Motion carried.

##### Resolution No. 110.

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal.

Whereas, The Boston vent has never been paid for; therefore be it

Resolved, That the Boston vent be opened for readjustment.

The committee recommended rejection.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

##### Resolution No. 107

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal.

Whereas, There is more work and risk to the pressers in making trap with core than the ordinary stuffed trap; therefore be it

Resolved, That all traps made with a core be paid 15 cents extra.

The committee recommended rejection.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

##### Resolution No. 42

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That ten per cent increase in wages be asked for at the next conference.

### Resolution No. 53

By Local Union No. 46 (Sanitary, Mixed) Wheeling, W. Va.

Whereas, The price of living is constantly advancing and we believe that wages should advance accordingly; therefore be it

Resolved, That we demand a ten per cent advance on all pressed ware.

### Resolution No. 109

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal.

Whereas, The cost of living has gone up, and in view of the fact that all other trades throughout the country have had an advance in wages, and

Whereas, We have only had two small increases in the past fourteen years, we are of the opinion that we are justly entitled in demanding an increase; therefore be it

Resolved, That a 15 per cent increase be made on all classes of work.

The committee recommended the rejection of Resolutions Nos. 42, 53 and 109.

On motion of R. A. McDevitt the recommendation of the committee was concurred in.

### Resolution No. 9

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, Closets are made with reservoirs, and

Whereas, The presser has no control over same, and

Whereas, He is called upon to pay for leakers from this cause; therefore be it

Resolved, That 10c be added to all regular washdowns and juvenile closets made with reservoirs.

The committee recommended rejection.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 112

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal.

Whereas, The washdown made in Evansville and settled under protest at 99 cents, with recess rim, was a mistake, and should never have been considered in the 94 cent class; it should have been classed with the center outlet, known as the No. 4, price \$1.05, with post partitions; therefore be it

Resolved, That the coming convention reopen the case for adjustment.

The committee recommended rejection.

Motion by R. A. McDevitt that the recommendation of the

committee be concurred in.

Motion carried.

#### Resolution No. 104.

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal.

Whereas, The recess rim price, 5 cents, takes the place of the regular lip rim, price 10 cents, with an equal amount of work and risk to the presser; therefore be it

Resolved, That the coming convention reopen the case for adjustment.

The committee recommended rejection.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

#### Resolution No. 86

By Local Union No. 73 (Sanitary, Mixed) Cameron, W. Va.

Whereas, The following features have been added to the lavatory makers' work; therefore be it

Resolved, That we demand the following increases on articles specified below in this class of work:

Five cents increase on the ordinary secure waste flow now stuck on lavatories, said flow now paying 10c.

Five cents increase on all lavatories with bowls carrying non-splash rims.

Five cents increase on lavatories with bowls one inch deeper than the standard and 5c more for each inch or major fraction in excess of this.

The committee recommended rejection.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

#### Resolution No. 68

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Resolved, That the high tank question be taken up, as it appears that there is a difference in prices in the various shops, as to sizes and sticking; and be it further

Resolved, That high tanks be settled on some basis, and as oft times lugs are stuck on and brackets beneath lugs or from four to eight pieces in each tank; therefore we demand that anything extra stuck in, or on a stripped high tank be paid extra.

The committee recommended rejection, but request that each sanitary local making high tanks and sticking in or on, extra lugs or brackets, be instructed to demand extra pay for same.

Motion by R. A. McDevitt that the recommendation of the committee be concurred in.

Motion carried.

#### Resolution No. 55

By Local Union No. 46 (Sanitary, Mixed) Wheeling, W. Va.

Whereas, The Ajax closet with a swinging trap, and similar closet, have no uniform price list and were not advanced in price at the last conference, and

Whereas, There is more risk and heavier work and the presser does not receive as much pay for a day's work as an ordinary washdown presser; therefore be it

Resolved, That the 26th Annual Convention demand that all Ajax or similar closets be paid \$1.65 each.

The committee recommended rejection.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

#### Resolution No. 40

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, It has become the settled custom to deduct ten cents from closets for seat attachment when making earthen seats; therefore be it

Resolved, That the conference committee use every effort to secure the ten cents on such closets.

The committee recommended rejection.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

#### Resolution No. 121

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.

Whereas, We believe that the integral seat closet is not paid for at the present price of 84 cents stripped, and 10 cents for the rim; therefore be it

Resolved, That an increase of 10 cents per piece be asked for this article.

The committee recommended rejection.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

#### Resolution No. 5

By Local Union No. 7 (Sanitary, Mixed) Tiffin, Ohio.

Whereas, We believe the glost court is becoming a menace to the sanitary pressing trade, and

Whereas, Some manufacturers are endeavoring to take advantage of its original intention; therefore be it

Resolved, That we discontinue the glost court excepting as to leakers and ware improperly punched.

#### Resolution No. 12

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, A feeling exists among sanitary pressers that they are charged with being responsible for many defects in ware over which they have no control, and

Whereas, Nearly every firm has it peculiar line of defects which it charges against its pressers while at other plants the

identical kind of defects are not so charged, and

Whereas, There are several plants within the jurisdiction of the N. B. of O. P. which would indicate that such defects are due in a vast majority of cases to improperly mixed bodies or faulty firing; therefore be it

Resolved, That the sanitary pressers demand that the practice of charging for defective ware in the kilns and deducting the making price of such defective ware from the wages of the presser be abolished.

The committee recommended the rejection of Resolutions Nos. 5 and 12.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

### **Resolution No. 37**

By Local Union No. 45.

The recommendation of the committee was to adopt.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion by Thomas Moss that Resolution No. 37 be referred back to the committee for reconstruction.

Motion to refer back to committee carried.

(For action on Resolution No. 37 see Thursday morning's minutes.)

### **Resolution No. 38.**

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That in cases where the presser disputes the responsibility for defective ware, and is sustained by the shop committee and a protest is entered against being charged for such defective ware, the firm shall pay one-half the making price for such ware pending decision of the Standing Committee fixing responsibility for same.

The committee recommended adoption.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

## **REPORT OF COMMITTEE ON HEALTH.**

### **Resolution No. 35**

By Local Union No. 42.

The committee recommended the rejection of Resolution No. 35 and offered a substitute resolution.

Motion by George H. Cartlidge that the recommendation of the committee be concurred in.

On motion the substitute resolution was referred back to the committee for correction.

(For action on Resolution No. 37 see Thursday morning's minutes.)



**Resolution No. 6**

By Local Union No. 24 (Generalware, Mixed) Wellsville, Ohio

Whereas, The matter of placing tuberculosis applicants in sanatoriums as it is now being done by our organization, by the applicant applying for admittance, is very unsatisfactory; therefore be it

Resolved, That the National President and the Health Committee in the West and the First Vice President and the Health Committee in the East, shall take full charge upon proper application of same.

The committee offered the following substitute for Resolution No. 6.

Whereas, The matter of placing tuberculosis applicants in sanatoriums as it is now being done by the organization, by the applicant applying for admittance, is very unsatisfactory; therefore be it

Resolved, That the National President and the Health Committee in the West, and the First Vice President and Health Committee in the East shall take full charge upon proper application of the same, and shall pay full charges for treatment in sanatorium they may select.

Motion by G. H. Cartlidge that the substitute for Resolution No. 6 be adopted.

Motion carried.

**Resolution No. 64**

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Whereas, In some shops it is customary to place coal around the kiln while the kilnmen are still working in it, and

Whereas, Carrying heavy saggars across this coal unnecessarily increases the kilnmen's work; therefore be it

Resolved, That no firm shall be permitted to have coal placed around a kiln until the kilnmen have finished working in it.

The committee recommended adoption.

On motion by George H. Cartlidge the recommendation of the committee was concurred in.

**Resolution No. 124**

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.

Whereas, It is a known fact that the trade does not derive benefits in proportion to the money expended for health inspector salary; therefore be it

Resolved, That the office of health inspector be abolished.

The committee recommended rejection.

Motion by George H. Cartlidge that we concur in the recommendation of the committee.

Motion carried.

**Resolution No. 125**

By Local Union No. 99 (Generalware, Mixed) Clarksburg, W. Va.

Whereas, We consider the health inspector a financial burden without practically any benefit whatever to the trade; therefore be it

Resolved, That we abolish the office of health inspector.  
The committee recommended rejection.

On motion by George H. Cartlidge the recommendation of the committee was concurred in.

## REPORT OF COMMITTEE ON LAWS.

### Resolution No. 4

By Local Union No. 7 (Sanitary, Mixed) Tiffin, Ohio

Whereas, There has been considerable discussion regarding non-attendance at our local meetings, and

Whereas, We believe this indifference on the part of our members will prove detrimental to the future welfare of our organization; therefore be it

Resolved, That the delegates to the 26th Annual Convention try to adopt a national law that will compel better local attendance.

The committee recommended rejection.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

### Resolution No. 99

By Local Union No. 82 (Sanitary, Mixed) Chillicothe, O.

Whereas, The success of the present method of collecting funds to relieve the Canadian strikers, depends on the willingness of the members to contribute to said funds, and

Whereas, Recent official reports show a great difference in the amount of money contributed by members, and locals throughout the trade; therefore be it

Resolved, When a local or sectional strike has been legalized, and the number of men involved does not exceed 50 members, the sum of \$9 per week shall be paid to members entitled thereto.

When the number involved is more than 50 but does not exceed 150 members, the one per cent collectors throughout the organization shall collect an extra one-fourth of one per cent on all money earned, and the sum of \$9 per week shall be paid to each member entitled thereto.

When the number involved is more than 150 but does not exceed 300, the one per cent collector shall collect an extra one-half of one per cent on all money earned, and each member entitled thereto shall be paid \$8.00 per week, but in case the organization is involved in a general strike, each member entitled thereto shall receive the sum of \$6.00 per week.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

### Resolution No. 77

By Local Union No. 50 (Sanitary, Mixed) Camden N. J.

Whereas, It has been the custom in the past that some members of the N. B. of O. P. seldom attend any of their local meetings, only when the time for the election of delegates to the annual convention arrives; therefore be it

Resolved, That hereafter no member be allowed to vote on any election of delegates unless they have attended at least twelve meetings in the year prior to the election of delegates.

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 139

By Local Union No. 82 (Sanitary, Mixed) Chillicothe, Ohio

Whereas, A pottery company in the middle west has sprung the profit sharing system on their employes, and has succeeded in placing a large number of small shares of stock with said workmen; and

Whereas, We think it a rank injustice, and an insult to the intelligence of members of the N. B. of O. P. to ask them to purchase stock in a factory in which they are employed; and

Whereas, We believe the purchasing of stock by members of the organization, under the conditions stated, is but an apology of a way of securing a mortgage on a position, and a direct way of discriminating against brother workmen; therefore be it

Resolved, When a member of the N. B. of O. P. becomes a stockholder in the factory, in which he is employed, the said member shall not hold office in the organization; nor shall the member be entitled to vote in any of the elections; be it further

Resolved, That the 26th Annual Convention adopt a resolution discouraging this evil.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

### Resolution No. 138

By Local Union No. 22 (Mouldmakers) East Liverpool, Ohio

Whereas, It has come to the notice of many members of the N. B. of O. P. that suspended members throughout the trade receive the Potters Herald, also many who have withdrawn from the union still receive the Herald because the manager of the Herald has not been officially notified; therefore be it

Resolved, That it shall be the duty of every financial secretary to make a complete list of names and addresses of the members on his books by October, the first, 1916, and to make a report of new and suspended members every quarter and forward them to the Potters Herald manager.

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

**Resolution No. 79**

By Local Union No. 52 (Generalware, Mixed) Ford City, Pa.

Whereas, It seems impossible to have the members supplied regularly with the Herald, and

Whereas, Parties who are not members are receiving the Herald; therefore be it

Resolved, That the managing editor submit to the secretary of the different locals a copy of the mailing list for correction semi-annually.

The committee recommended adoption.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Amendment by Will T. Blake that all applications for the Potters Herald be sent in to office through the local's secretary.

Amendment carried.

The motion as amended carried.

**Resolution No. 84**

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio

Whereas, There is a lot of inconvenience and loss of time caused to members of the N. B. of O. P. through strikes, caused by persons not belonging to our organization, and as there is no provision in our laws whereby members of the N. B. of O. P. can get any recompense for loss of time caused by such strikes; therefore be it

Resolved, That in case of a shut down, strike or lockout, caused by non-members of the N. B. of O. P., the members of the N. B. of O. P. so affected, shall receive regular strike benefits.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

**Resolution No. 78**

By Local Union No. 51 (Generalware, Mixed) Canonsburg, Pa.

Whereas, The conditions that exist in many pottery towns caused by dishonest pottery workers leaving without paying board or room rent, and realizing that it works a hardship upon honest workmen besides giving the trade a bad name; therefore be it

Resolved, That all such persons be compelled to pay such bills or be expelled from the N. B. of O. P.; and be it further

Resolved, That the secretary of each local be required to send a list of the arrivals in the different shops (once every two weeks) to the secretary of the N. B. of O. P., so as to be able to locate such parties.

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion by S. B. Burgess that Resolution No. 78 be referred back to the committee for reconstruction.

The motion to refer the resolution back to the committee lost.

The motion to concur in the recommendation of the committee, which was to reject the resolution, carried.

### Resolution No. 72

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Resolved, That the 26th Annual Convention establish a rule requiring the secretary of each local union to furnish the national office a monthly report of the number of men unemployed in each branch of the trade, under the jurisdiction of his local; and be it further

Resolved, That the same be published in the Potters Herald.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

### Resolution No. 73

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Whereas, It is the custom in some sanitary shops to have certain men make specialties and settle the price on them, and

Whereas, The claim is made when these pieces are made in other shops that the price was unsatisfactorily settled, and

Whereas, Considerable difficulty is experienced because of the fact that no record is kept of the member who first made the settlement; therefore be it

Resolved, That the 26th Annual Convention establish a rule that all settlements be furnished the local by the member at the first meeting following settlement, together with the makers name and full description of the piece settled, and a copy of the same be sent to national headquarters for further reference by the trade.

### Resolution No. 45

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That when a new article is brought in for a presser to make it shall be the duty of the shop committee to report to the first local union meeting the name of the piece, number he is making, time being consumed and the name of the presser making same, and this data shall be made a part of the records of the local union.

The committee recommended the following amendment to Section 200 of the National Constitution as a substitute for Resolutions Nos. 73 and 45:

### Substitute for Resolutions Nos. 45 and 73.

Amendment to Section 200 of the National Constitution.

When a new article is introduced in any pottery under the jurisdiction of the N. B. of O. P. it shall be given a fair trial and a sample, photograph or full description of the article sent to the proper national headquarters with a request to know if anything like it is made elsewhere, together with a statement



of what the local thinks would be a fair price for such article. The national officers will give advice according to the information at hand; but in case the national officers do not know of any such article being made in the trade, the local from which the article was sent shall be given authority to settle same. The shop committee then in conjunction with the maker of the article (whose name shall be recorded on the records of the local) shall decide on what they think a proper price and report same to the local for its approval before a final settlement is made with the firm. The National Union shall be furnished with the price of all such settlements. No individual settlements shall be recognized.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

### Resolution No. 85

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio

Whereas, There is no provision in our laws governing apprentice kilnmen when he goes from his regular crew to help out on another crew; therefore be it

Resolved, That whenever an apprentice kilnman goes from his regular crew to help out on any other crew the said apprentice shall receive journeyman's wages.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

(See Wednesday afternoon's minutes for further action regarding Resolution No. 85.)

### Resolution No. 114

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.

Whereas, The sanitary workers in the West have no representation on the Executive Board, and as it has been shown from time to time that considerable delays are caused by using a lot of red tape or being represented by some one who is not thoroughly conversant with difficulties that arise in the sanitary trade; therefore be it

Resolved, That this 26th Annual Convention amend our laws to provide for the election of a sanitary workman on the Executive Board and that he shall be employed west of the Allegheny mountains in order to be eligible to office.

The committee recommended that Section 31 of the National Constitution be amended as a substitute for Resolution No. 114, to read as follows:

### Section 31, as Amended.

The offices of the National President and Secretary-Treasurer shall be located in East Liverpool, O.; the office of the First Vice President shall be located in Trenton, N. J.; the Second, Sixth and Seventh Vice Presidents shall be located in East Liverpool or any other city or town west of the Allegheny mountains; the Seventh Vice President must be a sanitary

worker; the Third, Fourth and Fifth Vice Presidents shall be located in Trenton or any city or town east of the Allegheny mountains; the Fifth Vice President must be a generalware worker.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

(For further action on Resolution No. 114 see Wednesday afternoon's, Thursday morning's, Friday morning's and Friday afternoon's minutes.)

#### Resolution No. 34

By Local Union No. 36 (Turners and Handlers) Trenton, N. J.

Whereas, We believe there should be some means of the different locals getting in closer touch for their general welfare and mutual benefit that does not come under the observation of the Executive Board or Standing Committee; therefore be it

Resolved, That there be a central body, one in the East and one in the West, consisting of one member of each local union, appointed by the President of each local, to discuss any matter of interest to the trade in general, the same not to have any power to interfere with any action of the general Executive Board or Standing Committee.

The committee recommended the adoption as amended to read as follows:

#### Resolution No. 34, as Amended

By Local Union No. 36 (Turners and Handlers) Trenton, N. J.

Whereas, We believe there should be some means of the different locals getting in closer touch for their general welfare and mutual benefit that does not come under the observation of the Executive Board or Standing Committee; therefore be it

Resolved, That there be a central body, one in the East and one in the West, consisting of five members of each local union, who shall be elected by each local, to discuss any matter of interest to the trade in general, the same not to have any power to interfere with any action of the general Executive Board or Standing Committee. The members of the Executive Board, Standing Committee and Herald Manager shall be members by virtue of their office.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

#### Resolution No. 126

By Local Union No. 99 (Generalware, Mixed) Clarksburg,  
W. Va.

Whereas, There have been meetings of committees representing manufacturers and operatives that are detrimental to the trade; therefore be it

Resolved, That no committee can make any settlement pertaining to the price list without a referendum vote of the craft interested.

The committee recommended rejection.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

### **Resolution No. 129**

By Local Union No. 99 (Generalware, Mixed) Clarksburg,  
W. Va.

Whereas, It has been proven that the convention can be held in other cities than Atlantic City to better advantage, financially, and more instructive to the trade; therefore be it

Resolved, That the place of convention be a pottery town and be decided by referendum vote of the trade first meeting night in October preceeding the convention.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

Delegate Hugh Church of L. U. No. 96, was recorded as being opposed to the committee's recommendation.

### **REPORT OF FINANCE COMMITTEE.**

#### **Resolution No. 142**

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Whereas, The N. B. of O. P. convention never got a full representation of all local unions, we feel for the benefit of all that they all should have a full representation at all conventions held by the N. B. of O. P.; therefore be it

Resolved, First—That an extra per capita tax be paid to the national headquarters of 10c per month per member for the salary of delegates to national conventions and female and and male per capita tax be the same for this purpose;

Second, That a salary of six dollars (\$6.00) a day be paid to all delegates for every day he or she be at convention or traveling to and from convention of the N. B. of O. P.;

Third, That the said per capita tax be used for nothing else only for the delegates' salary at convention and traveling to and from convention of the N. B. of O. P.;

Fourth, That it be compulsory for all locals to send a full delegation to all conventions held by the N. B. of O. P.

The committee recommended rejection.

Motion by W. A. Croot that the recommendation of the committee be concurred in.

Motion carried.

Announcements were then made by the chairmen of the different committees after which the convention adjourned to meet at 2:30 p. m.

## Wednesday, July Fifth

### AFTENOON SESSION

The convention was called to order by President Menge.

All members present at roll call.

The minutes of the previous session were read, and after explanations had been made in reference to Resolutions Nos. 85 and 114 which had been passed at the morning's session, they were approved.

Reference to Resolution No. 85, no apprentice shall be allowed to work on another crew when he has work on his own crew. When an apprentice helps out on another crew he shall have it understood that he is to receive \$2.00 per day before starting to work.

Reference to Resolution No. 114, governing vice presidents. When a member changes from one branch to another after being elected from a particular branch, he shall be deprived of his office. (Note—Resolution No. 114 was rejected at a later session of the convention.)

Resolutions which had been presented at the close of Wednesday morning's session were read and referred to the different committees as follows:

Resolution No. 157, by Local Union No. 12, was referred to the Committee on Finance.

Resolution No. 158, by John P. Duffy, was referred to the Committee on Law.

Resolution No. 159, by Local Union No. 35, was referred to the Committee on Law.

Resolution No. 160, by Local Union No. 90, was referred to the Committee on Appeals and Grievances.

Resolution No. 161, by Local Union No. 82, was referred to the Committee on Law.

Resolution No. 162, by the Executive Board, was referred to the Committee on Law.

Resolution No. 163, by Local Union No. 4, was referred to the Committee on Law.

Resolution No. 164, by Local Union No. 26, was referred to the Committee on Law.

Resolution No. 165, by Local Union No. 35, was referred to the Committee on Law.

Resolution No. 166, by Local Union No. 96, was referred to the Committee on State of Order.

Resolution No. 167, by Local Union No. 96, was referred to the Committee on State of Order.

Resolution No. 168, by Local Union No. 7, was referred to the Committee on State of Order.

Resolution No. 169, by Local Union No. 12, was referred to the Committee on State of Order.

Resolution No. 170, by Local Union No. 54, was referred to the Committee on State of Order.

Resolutions Nos. 171, 172, 173 and 174 were ruled out of order by President Menge because they conflicted with Section 23 of the National Constitution governing presentation of resolutions. The resolutions read as follows:

Resolution No. 171, by delegates at the Convention, representing the generalware locals of Trenton, N. J.

Whereas, The high cost of living and the high cost of help has made it impossible for the generalware men to uphold their end; therefore be it

Resolved, That every effort be put forward at this 26th Annual Convention to have the agreement opened up so as to give us some kind of relief; and be it further

Resolved, That a committee of generalware men from the N. B. of O. P. be appointed to meet a like committee from the U. S. P. A. to take this matter up for consideration.

#### **Resolution No. 172**

By Local Union No. 54.

Whereas, We believe it an injustice to the clay hands to pay the expense of taking clay off elevator; therefore be it

Resolved, That the manufacturers have the clay delivered on the floors and placed in a convenient place free of charge.

#### **Resolution No. 173**

By Local Union No. 54

Whereas, We believe it an injustice to the clay hands to help pay the expense of having the floors swept; therefore be it

Resolved, That they be exempt from any expense of sweeping and the manufacturer to have the sweeping done.

#### **Resolution No. 174**

By Local Union No. 7, Tiffin, Ohio.

Whereas, There is no uniform agreement on tank, lava-tory and special saggars; and

Whereas, The present method of individual settlement is unsatisfactory to both workmen and manufacturers; therefore be it



Resolved, That the 26th Annual Convention take the necessary measures to establish a uniform price and size scale for saggermaking.

Resolution No. 175 by the Committee on Officers' Reports, was referred to the Committee on Sanitary Price List.

Resolution No. 176, by the Committee on Officers' Reports, was referred to the Committee on Sanitary Price List.

## **REPORT OF THE COMMITTEE ON OFFICERS REPORTS**

Atlantic City, N. J., July 5, 1916.

We, your Committee on Officers Reports, beg to submit the following for your consideration:

In the first place we feel that our National Officers have faithfully and diligently performed their several duties to the best of their ability and we feel that it is the duty of each and every member of the N. B. of O. P. to give them their unstinted and loyal support, for upon our undivided efforts depend the future welfare of our organization.

We earnestly recommend the endorsement by the delegates of this Convention of the action of the National President in handling the kilndrawers' strike, for we feel that had any other course been followed our organization would have lost much of its prestige not only with the U. S. P. A., but with the loyal and better thinking element of our membership.

### **Membership**

While we feel that the numerical and financial standing of our organization is in a very satisfactory state we also feel that there should be some means employed to bring about a better attendance at the local meetings, thereby creating a better understanding of conditions of trade in the several branches.

### **Potters Herald.**

We are pleased to know that our official organ is being conducted in such a highly satisfactory manner and urge the hearty co-operation of the Local Unions and individual members as suggested in our President's report.

### **Vice President's Report.**

In reviewing the Vice President's report we find there are many good suggestions which our delegates here assembled would do well to think over seriously. In that part of his report where he says the general outlook of trade conditions does not warrant us in making any radical demands at this time, we wish to say that while we do not attempt to deprive him of the right to express his personal opinion, we believe the delegates have a right to determine whether our demands are radical or conservative in their nature.

### **Packing.**

We trust that the advice of the Vice President in reference

to the packing trade will be rigidly adhered to at the next conference.

We recommend that the suggestion that a joint committee be appointed at the next conference to handle the sanitary saggermakers' propositions be insisted upon at said conference.

In reference to the lockout at St. Johns, Canada, we feel the delegates can act more intelligently after hearing the report of Bros. Smith and Shenton on that situation.

We recommend that the Vice President's advice on the casting proposition be seriously and carefully considered and that a standard of working methods be adopted.

### **Health and Sanitation.**

In going over this part of the report of both the President, Vice President, our Health Inspector and Health Committee, we find that much good work has been accomplished and we most earnestly recommend not only a continuation of this department, but from time to time a broadening of its scope of power and usefulness be applied as the requirements may demand, and that there be a more diligent cooperation on the part of the shop health committees where such exist, and where there are none they be appointed at the earliest possible moment, so as to get the best results for the time and money expended.

### **Insurance.**

If there is to be a committee to redraft our insurance laws we urge that they use the uttermost caution in reframing these laws.

### **Shop and Standing Committees**

We feel that if the shop committees will follow the advice of our Vice President much of the work that now devolves upon the standing committees could be avoided.

### **Violation of and the Necessity of Enforcing Agreements.**

We believe that any local or individual member who willfully violates our agreement should be penalized, for if we did not have strict discipline in this respect we would soon lose control of our members, but we also believe that we should insist upon a more rigid observance of the agreement on the part of the manufacturers at our next conference.

### **Recommendation.**

We your Committee on Officers Reports, realizing that the committee appointed by our National President, to meet with him June the 1st, to make an effort to bring and end to the unfortunate strike of the kilndrawers, deserve the thanks of this convention and that they should be recompensed for the time they served on that committee.

Motion by R. A. McDevitt that the report of the committee be accepted.

Amendment by George Taylor that we adopt the report of

the committee excepting the last recommendation.

Amendment carried.

Motion as amended carried.

Motion by William Lang that we strike out the last two lines of the recommendation which applies to allowing compensation for the members who served on the kilndrawers' committee.

Motion carried.

On motion the recommendations of the committee as amended were adopted.

## REPORT OF GENERALWARE PRICE LIST COMMITTEE

### Resolution No. 80

By Local Union No. 53 (Finishers) East Liverpool, Ohio

Whereas, No agreement has been reached on the bottom between the finisher and jiggerman; therefore be it

Resolved, That this Convention bring about a settlement. The committee recommended rejection.

On motion by S. B. Burgess the recommendation of the committee was concurred in.

### Resolution No. 20

By Local Union No. 31 (Generalware, Mixed) East Palestine, O.

Whereas, The kilnmen throughout the trade in general, think a hardship is caused by being compelled to do the other kilnmen's time when they are off, and then having it thrown up at the conventions that we are making big time; therefore be it

Resolved, That after August 1, 1916, no kilnman shall do more than two kilnmen's days in any one day. This to apply to all generalware kilnmen.

The committee recommended that Resolution No. 20 be referred back to Local Union No. 31, to be presented at the 1917 convention.

On motion by S. B. Burgess the recommendation of the committee was concurred in.

### Resolution No. 127

By Local Union No. 99 (Generalware, Mixed) Clarksburg, W. Va.

Whereas, A settlement was made by a committee of mouldmakers on casting moulds which is unsatisfactory to the trade in general; therefore be it

Resolved, That the action of said committee be rescinded.

The committee recommended that Resolution No. 127 be referred back to Local Union No. 99, to be presented at the 1917 convention.

Motion by S. B. Burgess that we concur in the recommendation of the committee.

Motion carried.

## REPORT OF COMMITTEE ON STATE OF ORDER

### Resolution No. 151

By Delegate John Brennan of Local Union No. 45

Whereas, There have been non-union carrier-outs given employment when union carrier-outs were unemployed; therefore be it

Resolved, That union carrier-outs shall be given the preference when a vacancy occurs in their trade.

The committee recommended adoption.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 153

By the Delegates of Local Union No. 4 (Generalware Pressers)  
East Liverpool, Ohio

Believing that the present system of bonding the officers of local unions to be unsatisfactory inasmuch as the charges of private indemnity companies for labor organizations are in excess of what they charge for the same services for fraternal societies; and

Believing that the N. B. of O. P. could safely assume said service; therefore be it

Resolved, That this convention authorize a committee to devise a plan and formulate a set of rules to govern the establishment of an indemnity fund for officers of local unions and report to the next annual convention.

The committee recommended adoption.

On motion by S. M. Moore the recommendation of the committee was carried in.

The following named committee was appointed to report on Resolution No. 153 at the next convention: Daniel Morgan, L. U. No. 4; John Laughlin, L. U. No. 12, and George Smith, L. U. No. 9.

### Resolution No. 143

By Local Union No. 44 (Generalware, Mixed) Sebring, Ohio

Whereas, Casting is fast becoming a practice in the potting industry, and as a result many of our men are being thrown out of situations. We, the cup jiggermen, turners and handlers, feel that we should prepare to meet the emergency; therefore be it

Resolved, That the cup jiggermen, turners and handlers, working at the above mentioned branches at the time of the introduction of the casting process, be given the preference on all work now on the cup jiggermen, turners and handlers' list; and be it further

Resolved, That all other articles on the jigged list reverting to the casting bench, the jiggermen be given the preference.

The committee recommended adoption.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

**Resolution No. 137.**

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.

Whereas, There was adopted a resolution by the 24th Annual Convention assembled at Atlantic City, presented by Locals Nos. 24, 31, 42, 52 and numbered 108, and referred to a special committee on union label, and

Whereas, We have applied on two different occasions for the use of same and have been informed that manufacturers and Executive Board have failed to perfect a design, manufacturers claiming that all designs presented were not suitable to them, and

Whereas, We consider or think that manufacturers are playing a game to defer the adoption of a union label; therefore be it

Resolved, That the 26th Annual Convention appoint a special committee at once to design a union label so as to permit the use of said label at once.

The committee recommended rejection.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion lost.

Motion by Sydney Banner that Resolution No. 137 be adopted as read.

Amendment by R. A. McDevitt that the matter be left in the hands of the Executive Board to use their own discretion.

Amendment carried.

Motion as amended carried.

Announcements were then made by the chairmen of the different committees after which the convention adjourned to meet at 9:30 a. m. Thursday.



## Thursday, July Sixth

### MORNING SESSION

The convention was called to order by President Menge.  
Delegate Robert Rowland was marked absent at roll call.  
Minutes of the previous session were read and approved.  
Motion by Daniel Green that Resolution No. 114, passed at Wednesday morning's session, be reconsidered.  
Motion carried.

Resolution No. 114 was then read and on motion by Frank H. Hutchins, it was referred back to the Committee on Law.

President Menge announced that President A. McAndrews of the Tobacco Workers' International Union, desired permission to address the convention.

Motion by George Bell that President A. McAndrews be allowed the privilege of the floor at the afternoon's session.

Motion carried.

### REPORT OF COMMITTEE ON STATE OF ORDER

#### Resolution No. 103

By Local Union No. 82 (Sanitary, Mixed) Chillicothe, O.

Whereas, The 24th Annual Convention of the N. B. of O. P. adopted a resolution requiring the First Vice President to visit, advise and counsel all the sanitary locals in the trade, and

Whereas, The First Vice President has failed to perform his duty, and

Whereas, The wild rumors pertaining to the success of the new process of producing sanitary ware; the violations of shop and working rules and factional fights in the locals throughout the trade, has brought about a condition that has a tendency to undermine and disorganize the trade; therefore be it

Resolved, That the First Vice President comply with the requirements of the law as adopted at the 24th Annual Convention; and be it further

Resolved, That the 26th Annual Convention provide a penalty for the violation of the law.

The committee recommended the following:

#### Substitute for Resolution No. 103

Owing to the fact that it is practically an impossibility for the First Vice President to make the necessary trips around the trade as called for by our present laws, and attend to his regular duties; therefore be it

Resolved, That the Executive Board be empowered to ar-

range for a substitute to fill his position while making the necessary trips.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion carried.

### **Resolution No. 166**

By Local Union No. 96, Perth Amboy, N. J.

Whereas, At the 1914 convention a scheme was drawn up for the use of the union label on ware; and

Whereas, The question was acted upon again at the last convention, and nothing definite done for its adoption; therefore be it

Resolved, That this convention again take up the question.

The committee recommended rejection.

On motion by S. M. Moore the recommendation of the committee was concurred in.

### **Resolution No. 167**

By Local Union No. 96 (Grog Clay Workers) Perth Amboy, N. J.

Whereas, At the convention of 1913 a resolution was adopted for the Executive Board to ask for a conference with the grog ware manufacturers; therefore be it

Resolved, That nothing definite have been accomplished we ask that this convention order the Executive Board to take this matter up immediately.

The committee recommended adoption.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

## **REPORT OF COMMITTEE ON SANITARY PRICE LIST.**

### **Resolution No. 50**

By Local Union No. 46 (Sanitary, Mixed) Wheeling, W. Va.

Whereas, There is considerable soreness and dissatisfaction among the men in regards to the unequal distribution of work among the pressers in times of depression and during congested conditions in the shops; therefore be it

Resolved, That whenever a portion of the pressers are laid off on account of congested conditions, or during times of depression, that all the pressers lay off until the firm allows an equal amount of work to all pressers employed.

### **Resolution No. 117**

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.

Whereas, Our present rules and agreements governing the equal division of work are a detriment to the trade in general; therefore be it

Resolved, That there shall be no classification or specialization of work, and during times of depression all work shall be equally divided.

The committee recommended the rejection of Resolutions Nos. 50 and 117.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 70

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Whereas, The present method of making settlements seldom takes into consideration the amount of time required to make such pieces, but is in many instances based on the price of pieces similar in construction, and

Whereas, Our present laws compel every presser to work eight hours for a day's work, and permits one class of men 75c per hour, while another class receives only 59c per hour, and

Whereas, This is obviously an injustice to the latter and seems to call for a revision of the law; therefore be it

Resolved, That at the expiration of the present agreement all pressers shall be paid at the rate of 75c per hour; and be it further

Resolved, That the amount of time a presser may be compelled to consume in making his day shall be governed by the price of his day's work at the rate of 75c per hour.

The committee recommended rejection.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

### Resolution No. 65

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Whereas, The outside shops are sometimes compelled to suffer through the failure to receive reports of the Standing Committee meetings, and

Whereas, After settlements had been reached we have frequently been compelled to wait six or eight weeks for a report of it; therefore be it

Resolved, That the 26th Annual Convention make provision for reporting the proceedings of the standing committee meetings to all sanitary locals, nor later than ten days after such meetings are held.

The committee recommended rejection.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 10

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, The N. B. of O. P. is in hearty sympathy with the nation-wide eight-hour movement; therefore be it

Resolved, That eight hours shall constitute a day's work

in the sanitary branch; that pressers and casters shall receive \$5.00 for eight hours which shall constitute a day's work for both piece and day wage workers, and such prices shall be established on all sanitary pressing and casting as shall enable the average presser or caster to procure \$5.00 per day, as a minimum day's wage.

The committee recommended rejection.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

### Resolution No. 36

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That the National President shall appoint a special committee whose duty it shall be to determine the standard weight of closets and devise a graduating scale of prices for all such closets as do not conform to said standard. This committee to be under the supervision of the First Vice President and to report to him its findings in time to be used at next sanitary conference, 1916.

The committee recommended adoption.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 2

By Local Union No. 7 (Sanitary, Mixed) Tiffin, Ohio

Whereas, The amount of work on the "Expulso" closet is not paid for, and

Whereas, It has been remodeled and altered again and again since the settlement of the price; therefore be it

Resolved, That the Convention take some action in trying to get a readjustment of price at the next conference.

### Resolution No. 75

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Resolved, That all reversed trap syphon action closets that exceed the present measurement be paid for at the syphon action jet price.

The committee recommended the adoption of the following:

### Substitute for Resolutions Nos. 2 and 75

Resolved, That we demand a 25 cent flat increase on all reverse trap closets within the standard measurement of 20 inches. Closets of this type exceeding this measurement shall pay the standard jet price, and that there be a special committee appointed to gather data on this type of closet for the information of the conference committee.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

**Resolution No. 132**

By the Health Committee.

The Sanitary Price List Committee recommended that Resolution No. 132 be referred back to the Health Committee.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

(For final action on Resolution No. 132 see Saturday morning's minutes.)

**Resolution No. 122**

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.

Whereas, Some firms pay in checks as late as 3 o'clock p. m. on Saturdays, which makes it necessary for employes to wait until 7 o'clock p. m. to get their wages; therefore be it

Resolved, That when any firms pay by check that we demand that they pay not later than 12 o'clock, noon.

The committee recommended rejection.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

**Resolution No. 87**

By Local Union No. 73 (Sanitary, Mixed) Cameron, W. Va.

Whereas, Practically all classes of work in the sanitary trade have received increases, and

Whereas, Prison closets have been an exception to this, and this ware involves a great deal of risk; therefore be it

Resolved, That we demand a 25c raise on the piece on this class of work.

The committee recommended rejection.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

**Resolution No. 108**

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal.

Whereas, The sum of \$10 is taken out of the presser's wages and held by the employers, and used by them until such time as we leave their employ, and

Whereas, There is two days' work held back when we leave their employ, making the retainer in substance \$20, we are of the opinion that \$10 is ample to cover any loss that may occur in bisque, and that we are entitled to legal rate of interest; therefore be it

Resolved, That the holding of two days' work be repealed; and be it further

Resolved, That we receive legal rate of interest.

The committee recommended rejection.

Motion by R. A. McDevitt that the recommendation of the committee be concurred in.

Motion carried.



**Resolution No. 37**

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That no ware rendered defective by dunts shall be charged to the maker unless it can be clearly shown that such defects were caused by his gross carelessness or neglect.

The committee recommended that the words after "maker" be eliminated.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

**Resolution No. 15**

By Local Union No. 26 (Sanitary, Mixed)\* Kokomo, Ind.

Whereas, The high cost of living is a determining factor in the amount of wages a man receives for his work, and

Whereas, The cost of living has gone up considerably during the last few years and the making price of washdowns has only increased by a small per cent, and

Whereas, The rate of pay for this class of work is below the average in the sanitary trade; therefore be it

Resolved, That an increase of 6c be asked, bringing the price of said closet to \$1.00.

**Resolution No. 74**

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Resolved, That all syphon action closets, washout closets and washdown closets now paying 84c be increased to 90c

**Resolution No. 118**

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.

Whereas, The cost of living has increased greatly in the last two years, and further, as all other manufacturers have increased the wages of their employes from 10 to 20 per cent; therefore be it

Resolved, That this 26th Annual Convention pass a resolution to go before the conference to make a demand for an increase of 15 per cent on all 94 cent closets or under.

The committee recommended the following:

**Substitute for Resolutions Nos. 15, 74 and 119.**

Resolved, That we demand an increase of 10 per cent on all syphon action washdowns and similar type closets; when made with core trap 15 per cent increase.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

**Resolution No. 52**

By Local Union No. 46 (Sanitary, Mixed) Wheeling, W. Va.

Whereas, The heating of the pressing and casting shops

has been neglected, and

Whereas, We know that to make good work it is necessary to have the proper amount of heat; therefore be it

Resolved, That the temperature of the pressing and casting shops shall not be less than seventy degrees, or in extreme cold weather sixty-five degrees.

The committee recommended adoption.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

### Resolution No. 113

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.

Whereas, It is a known fact that the trend of trade is drifting westward in the manufacture of sanitary ware, and

Whereas, It is a known fact that by having a western sanitary standing committee it would improve conditions in the trade in general; therefore be it

Resolved, That this 26th Annual Convention create and provide for the election of a sanitary standing committee, the same to handle all work or difficulties west of the Allegheny mountains.

The committee recommended rejection.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

## REPORT OF COMMITTEE ON HEALTH.

### Resolution No. 133

By Local Union No. 37 (Generalware Pressers) Trenton, N. J.

Whereas, We believe that the use of blowers is injurious to the health of all persons working in clay shops; therefore be it

Resolved, That all blowers be done away with and steam pipes put in their place.

The committee recommended the following:

### Substitute for Resolution No. 133

Whereas, We believe that the use of blowers is injurious to the health of persons working in potteries; therefore be it

Resolved, That all blowers be inspected by the Health Inspector, and such other local authorities as he may deem necessary and those found injurious to the health be condemned and done away with.

Motion by George H. Cartlidge that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 11

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, The N. B. of O. P. has an insurance law which

is applied to tuberculosis victims, and

Whereas, Such patients receive untold benefit through the aid of said insurance, and

Whereas, There are other diseases that are just as vital to the workers that are not protected by any health insurance; therefore be it

Resolved, That the health insurance clause be enlarged so as to give aid to victims of all diseases.

The committee recommended the following as a substitute for Resolution No. 11:

Whereas, The N. B. of O. P. has an insurance law which is applied to tuberculosis victims, and

Whereas, Such patients receive untold benefits through the aid of said insurance, and

Whereas, There are other diseases that are just as vital to the workers that are not protected by any health insurance; therefore be it

Resolved, That the Health Committee be authorized to renew their efforts to find some effective treatment for members suffering from asthma and select two (2) cases each from the West and East and have them treated at the expense of the Tuberculosis Fund.

On motion by George H. Cartlidge the recommendation of the committee was concurred in.

#### Resolution No. 134

By Local Union No. 37 (Generalware Pressers) Trenton, N. J.

Whereas, We believe it is an injustice to ask workmen to go outside or go down one or more flights of stairs after water; therefore be it

Resolved, That all manufacturers have a hydrant put on each floor.

The committee recommended the adoption of Resolution No. 134 by adding the following words: "In a convenient place," after the word "floor."

Motion by George H. Cartlidge that we concur in the recommendation of the committee.

Motion carried.

#### Resolution No. 35

By Local Union No. 42 (Generalware, Mixed) Salem, Ohio

Whereas, There has been, and yet is, a preponderance of unfavorable comment over the administration of the office of health inspector, complaints and murmurings of ineffectiveness being heard on every side, one of which is, that our Health Inspector often arrives and departs without the knowledge of either operatives or shop committees, and

Whereas, Our Health Inspector is, or should be, in possession of a fund of information pertinent to health conditions as they exist in the majority of factories, East and West, and

Whereas, Believing that the N. B. of O. P. inspector is in a position to dispense such official information to the local unions, that he visits from time to time, with a view toward the ultimate establishment of universal uniformity of sanitary and hygienic conditions throughout the pottery industry in the

United States; therefore be it

Resolved, That it shall be the imperative duty of the Health Inspector of the N. B. of O. P. to notify the secretaries of isolated, or outside locals, two or three days in advance of his proposed visit to the factory whose employes compose said local union; and be it further

Resolved, That the Health Inspector shall be required to confer with the shop committee regarding health and sanitary conditions of factory when he is inspecting same; and be it further

Resolved, That the Health Inspector so time his visits as to be enabled to meet with and offer reports and suggestions to the various local unions, while in regular session, where these matters can be intelligently and energetically discussed.

The committee recommended the following substitute for Resolution No. 35:

Whereas, Believing that the N. B. of O. P. inspector is in a position to dispense such official information to the local unions, that he visits from time to time, with a view toward the ultimate establishment of universal uniformity of sanitary and hygienic conditions throughout the pottery industry in the United States; therefore be it

Resolved, That the Health Inspector shall be required to confer with the shop or health committee regarding health and sanitary conditions of factory when he is inspecting same.

On motion by George H. Cartlidge the recommendation of the committee was concurred in.

### Resolution No. 106

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal.

Whereas, It is unsanitary and injurious to health to sweep kiln shed floors, and inconvenient to kilnmen to wheel coal to the kiln while working; therefore be it

Resolved, That the kiln shed floor be swept and the coal wheeled to the kiln when it is not being placed.

The committee recommended rejection.

Motion by George H. Cartlidge that the recommendation of the committee be concurred in.

Motion carried.

### Recommendation from the Health Inspector's Report.

The Health Committee recommends the adoption of the following from the Health Inspector's report:

First. We would earnestly request the appointment of a health committee on each factory to take up with our health inspector the many problems that confront us.

Second. That all workshops be swept out thoroughly once a week with wet or oiled sawdust in conjunction with the regular sweeping.

Third. That we endorse the spending of the money for the Flint system machine and also the ventilation system that is being tried at the Enterprise pottery in Trenton, and

Fourth. The adoption of the health rules from the state of Ohio as adopted by the joint committee of employers and employes, the same to govern the pottery industry of the United States.

Motion by George H. Cartlidge that we concur in the recommendations of the committee.

Amendment by E. J. Whitehead that the question of publicity of the laws mentioned in the recommendations be left to the discretion of the Executive Board.

Motion carried.

Motion to adopt the recommendation as amended carried.

## REPORT OF COMMITTEE ON LAW.

### Resolution No. 118

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.

Whereas, It has been shown that a number of manufacturers have repeatedly violated agreements, heaping impositions upon their employees; therefore be it

Resolved, That where any manufacturer repeatedly violates any of the agreements that the local union having jurisdiction be empowered to declare a strike without the sanction of the Executive Board; and be it further

Resolved, That all men when on strike be paid benefits for all time when on strike.

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 13

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, We believe it is bad policy for all members involved in a local or sectional strike to leave the point of trouble to get jobs elsewhere, thus leaving the N. B. of O. P. without representation; therefore be it

Resolved, That when such a strike has been legalized the Executive Board shall have the power to pick out enough men to picket said shop and such men shall receive \$3.00 per day until the strike is ended, or if strike is lost, until jobs are secured for them; and be it further

Resolved, That any portion of the constitution conflicting with the purport of this resolution shall be repealed.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

### Resolution No. 155

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, There are 95 per cent of the members of the N. B. of O. P. who see no statement of the receipts and expenses of the organization; therefore be it

Resolved, That an itemized account of receipts and expenses of the organization be published in the Potters Herald in the months of June and December of each year, in order that it will reach each member of the organization, and he shall be familiar with same.



The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

### Resolution No. 159

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, It exists that locals from the West have no representatives from the kilnmen; therefore be it

Resolved, That all locals that have two or more delegates that one kilnman shall be elected.

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 141

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, From time to time there arises a contention through some manufacturer or firm violating an agreement or imposing a condition on the men which is contrary to custom; and

Whereas, We believe that it is necessary for the workers on the job to be able to do something immediately in such cases; therefore be it

Resolved, That the following amendment be added to the section of our Constitution dealing with strikes, that if any firm violates any agreement or tries to impose a condition on its employes contrary to custom, or if it can be proven that there is discrimination against any member of the Brotherhood in said firm's employ, a three-fourths majority vote of the workers so affected shall permit the mto quit work until such grievance is settled; and be it further

Resolved, That any portion of our Constitution which conflicts with the intent of this amendment, shall be repealed.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

## REPORT OF COMMITTEE ON RESOLUTIONS.

### Resolution No. 154

By Local Union No. 53 (Finishers) East Liverpool, Ohio

Whereas, A counting card system was granted the finishers by the Chalfonte conference, and some finishers have failed to comply with the agreement; therefore be it

Resolved, That this convention take some action and a counting card system be adopted by this convention to comply with this law; and be it further

Resolved, That a copy of said counting system be sent to all firms that have failed to live up to their agreement, with notification that the time has arrived for them to comply with this law.

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The committee recommended rejection.

Motion by Will T. Blake that the recommendation of the committee be concurred in.

Motion carried.

Announcements were then made by the chairmen of the different committees after which the convention adjourned to meet at 2:30 p. m.

## Thursday, July Sixth

### AFTERNOON SESSION

The convention was called to order by President Menge.

President A. McAndrews of the Tobacco Workers' International Union, in accordance with a motion passed at the morning's session, was given permission to address the delegates in the interest of the union label.

#### **Resolution of Tobacco Workers' International Union.**

Whereas, Experience has fully demonstrated the necessity for, and the value of union labels to lend discrimination power in favor of union made products; and

Whereas, The good results to come from the use of the union label must come from the patronage bestowed by labor and friends of the union label; and

Whereas, It is a notorious fact that products bearing the union label do not enjoy the demand that union labeled products have a right to expect from the members of our great movement; and

Whereas, The Tobacco Workers' International Union has a blue label which now is placed on hundreds of brands of tobacco, cigarettes and snuff of the best quality produced, and is as well advertised proportionately as any other label in the country; and

Whereas, The patronage given to union labeled tobacco, snuff and cigarettes is not within fifty per cent of that which it should be, which reliable statistics will prove; and

Whereas, With the ever growing membership of the American Federation of Labor, these conditions could be greatly changed for the better by remembering the label when exchanging good union-earned money for tobacco, cigarettes or snuff; therefore be it

Resolved, That we as delegates to the convention of the National Brotherhood of Operative Potters' Union, assembled in Atlantic City, N. J., July 6th, 1916, will ourselves do our duty, and we will as far as lies in our power urge others to patronize only such tobacco products as do bear the union label, and we will endeavor wherever possible to induce dealers in tobacco products to put in full lines of union labeled tobacco, snuff and cigarettes; and be it further

Resolved, That we will refrain from and urge others to not patronize places of business who persistently refuse to keep in stock an assorted line of union label tobacco, snuff and cigarettes.

Motion by Sidney Banner that the resolution be adopted as read.

Motion carried.

On motion by Harry Hassall a rising vote of thanks was tendered Bro. McAndrews.

On motion the roll call was dispensed with.

The minutes of the previous session were read and approved.

## REPORT OF COMMITTEE ON FINANCE

### Resolution No. 157, by Local Union No. 12.

The recommendation of the committee was to reject.

Motion by Wm. A. Croot that the recommendation of the committee be concurred in.

Motion by Louis DeBee that the first part of the resolution pertaining to "this the 26th Annual Convention" be stricken out and the other part referred to a referendum vote of the trade.

Substitute motion by Harry Hassall that Resolution No. 157 be referred back to the Finance Committee.

Motion to refer back to the committee carried.

(For action on Resolution No. 157 see Friday morning's minutes.)

## REPORT OF COMMITTEE ON APPEALS AND GRIEVANCES

### Resolution No. 160

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.  
To the Officers and Delegates 26th Annual Convention, Assembled. Greeting.

Brother Workmen: We take or use this method to place before you our experience and some data as to what we have had to contend with as to working conditions beginning November, 1915, at Clarksburg Sanitary Pottery Company. Our grievance was principally the time for delivery of clay and the quality, and condition of same, which is covered by agreement. After using all honorable means to remedy or improve our conditions, even working for months on the promises and agreements, the pressers at times refused to work, thinking perhaps we would gain our point in that manner as the manager claimed that he needed his production to fill rush orders but we found that as he had more men than it was necessary to operate his plant at kiln capacity, we were then convinced that in order to gain our point or get conditions covered by agreement. We then decided unanimously to declare to strike and refuse to work until clay was delivered at the agreed time and in condition to work in order to farther enlighten you. You will note how we had honorably tried to settle this dispute by the following local record.

In November, 1915, demanded of firm to place all clay on bench by 12 o'clock noon and manager replied that if he had to place another man in slip house to deliver clay, that he would fill shop up with pressers.

Beginning the early part of January, 1916, while the clay was delivered as agreed, it was in very bad condition and not fit to use and would be liable to great loss and the committee complained almost daily to the manager about it, and he always would promise to remedy the complaint. We continued to work on such promises until January 24th, when we decided to quit work for that day. On the 25th of January we again complained and the manager informed the committee that he

would see that we got good clay if he had to remain in slip house personally in order to get it. Clay continued coming good and bad with continuous complaints to manager and he would always promise to remedy the complaint. On February 14th and 15th men loafed on account of shop being too cold to work. We now refer back to threat manager made in November, 1915, in regard to filling up shop with pressers. In the latter part of January, 1916, he informed committee he intended placing more men on in a shop that practically had no heating arrangement whatever, and they informed him or referred to him about heat and ventilation and told him (not in a threatening way) that he had better arrange to heat the shop that it may be if some men were compelled to loaf on account of shop being cold, all men would loaf. We continued to work on with numerous complaints until March the 18th when we again ceased work for the day on account of bad clay. We again quit work on March 28th and loafed until April 4th, in the meantime committee met manager on March 30th and he promised to be on the shop at 7 o'clock a. m.

Note: Manager was never in the shop before 9:30 a. m., and as he has not or had no foreman, consequently whenever there was any complaint we had to wait until that time to meet the only one with authority.

To see that everything started right and that he would superintend slip house personally, men appeared for work but manager did not appear until 8:15 and as he had given the men order not to pug clay until he came pressers went home.

The committee waited on the manager and informed him that the men had went home in return he said he wished the men would go home and stay and he didn't care a dam if they never came back, and if casting was a success, he would have his wish also that they could expect bad clay two days per week regardless of what the men done. On April 3rd committee again met manager and as he had been using clay direct from the press, manager agreed to have nine presses of clay ahead and would keep that at all times and that he would do all in his power to get good clay at all times. On the strength of this promise men returned to work April 4th. And after working two days clay was as bad as ever and were again using clay direct from the press. We continued working under these conditions loafing a day now and then until management built a clay cellar and a sufficient stock of good clay ahead so as to prevent using clay direct from the press.

Now as we thought our fight was for union principles, and as we pay our one per cent for defense when on strike, we naturally made application to Executive Board for strike benefits and got the following reply:

That the Executive Board would take it up with our delegate at the Atlantic City convention. Now after receiving this reply we unanimously resolved to place before you this data in order to convince you that our fight was one of principle and we leave it to you as union men to decide if we are not deserving of three weeks' strike benefits as we were on strike eighteen working days and got what we demanded.

The committee recommended rejection.

Motion by William Shenton that we concur in the recommendation of the committee.

Motion carried.



**Report of Delegate George Smith of Local Union No. 78, St. Johns, Canada.**

Atlantic City, N. J., June 30, 1916.

To the Officers and Delegates of the 26th Annual Convention:

In presenting our report at this time on the situation at St. Johns, we will try to briefly outline the cause of the whole trouble.

The Dominion pottery locked-out its employees in November, 1913, and the Canadian Trenton Potteries Co., did likewise on May 19, 1915, in an effort to force a reduction of 30 per cent in all branches of the trade. We on our part being cognizant of the general depression in business throughout Canada as a result of the European war, with the approval of the Executive Board expressed a willingness to meet the situation by consenting to work at a discount of 15 per cent on all work except casting, until the expiration of the present agreement, at which time the matter was to be subject to further consideration. This offer was rejected by the firm, and we, after using all honorable means of avoiding a break in our relations with the manufacturers, were finally locked-out, and the struggle has continued ever since.

During the past year, the manufacturers have resorted to every means in their power to either induce or force our members to break away from the organization, and with one exception every man has remained loyal to his obligation. The one exception is Wilfred Boudreau, formerly helper to the dipper at the C. T. P. Co.'s plant, who was induced by bribes and promises of steady work and big wages to turn traitor and accept a job as dipper. This is the only French Canadian member of the organization who has not been true to his obligation.

All those who were formerly members of the N. B. of O. P. and had gone scabbing are still working as scabs, and just so the trade will not forget who they are we will name them again: Tom, alias Tiger Smith, jiggerman, and alleged mouldmaker, of Trenton, N. J.; Edward Carnell, mouldmaker, of Trenton, N. J.; and William Brownrigg, sanitary presser, St. Johns. In addition to these scabs, the Dominion Pottery has eight or nine unskilled men working in the clay shop, and the C. T. P. Co. have nine or 10 unskilled men at pressing and 13 or 14 unskilled men casting closets and tanks. From reliable sources we are informed that the losses are very heavy, with the result that many of the employees quit from time to time. Their force of workmen are recruited partly from the ranks of young men who are induced to start on the representation of the chance to learn a trade, with the possibility of later going to the States and getting into the business. The balance of their employees are composed of jail birds and cast-offs from other factories, and are a motley crew of unreliable incompetents, and are only tolerated because the firms believe they are helping them in forcing some of the skilled workmen to finally accept a reduction in wages.

A number of our members secured places in the States last fall, and during the months of February and March of this year, there was an urgent demand for casters at Mannington, W. Va., and we succeeded in inducing ten of our pressers to consent to accept positions as casters at that plant. And just there was where our trouble started. The U. S. Immigration Commission at Montreal, refused to allow any of these men to

pass, claiming they were hired in Canada to work in the States. This our members denied, and even took an oath to that effect, but it was no use, they were refused admittance to the States. We then enlisted the assistance of Mr. Joseph Demer's King's Council and M. P., who has always been ready to help us in an emergency, together with Mr. Alphonse Verville, the only M. P. representing labor in that body, who appealed the case to Secretary of Labor Wilson at Washington, D. C., and after a lapse of three or four weeks, succeeded in getting permission for these men to enter the States. National President Menge also took up the matter with Secretary of Labor Wilson and assisted materially in getting these men admitted. But notwithstanding the fact that these men were admitted on appeal, the next lot were held up in the same manner, and there are two or three who have absolutely been refused permission under any circumstances to enter the States.

We have every reason to believe that the two firms in St. Johns are responsible in a large measure for the ruling of the Immigration Commission against permitting any potters entering the States, this leads us to believe that these firms still entertain the hope that if they can prevent the potters from leaving St. Johns and thereby restrict their opportunities of earning a livelihood at their trade elsewhere, they will eventually be forced back to work in the potteries at whatever price the firms choose to give.

We initiated a movement during the beginning of this year to give our people an opportunity to locate in the States, and had great hopes for the success of this movement. We thought by doing this, it would relieve the heavy drain on our defense fund, and show the bosses that our people would go elsewhere to work before they would scab. At the beginning of our trouble Local Union No. 78 had a membership of 110, we now have 39 members, and were in hopes that we could reduce that number materially, and certainly would have done so, even in spite of the U. S. immigration authorities, but just at the time when we thought the movement to induce our members to locate in the States was progressing nicely, our members in St. Johns began to receive very discouraging reports from those who had gone to Mannington, with the result that a number of others who had made all preparations to leave for Mannington, refused to go. This, together with the fact that three of our members returned to St. Johns from Mannington just about this time, claiming they were unable to make enough to keep themselves and send anything to their families, caused us to reconsider our plans, and with the approval of President Menge decided that none of our members should go to the States with the sanction of the local, until the local union at the place where men might be needed, had O. K.'d the request of the firm for additional men, and assured us that conditions to take care of additional men were all right, and since that time we have not received any notice of need for men.

Most of our kilnmen secured positions elsewhere, but sorry to say that three returned to St. Johns from Tiffin, O. All three stated that they had been well treated by both men and firm at Tiffin, but complained of the big time they were forced to make, however, we feel that these men will ultimately return to the States.

The great obstacle in the way of many of our members accepting employment in the States, is, that many of the men do

not speak very good English, and most of their wives and children cannot speak any English.

Up to the present time those who have returned to St. Johns have not been restored to the strike benefit roll, nor have they made a request that we do so, and so far as we are able to judge we have confidence enough in these people to believe they will not scab, but as to the advisability of leaving them dependent on their own resources to combat the power and influences of the manufacturers, might be fraught with much danger as to the final outcome of this struggle.

Regarding the state of trade in Canada and what effect it was having on the selling prices of sanitary ware, we visited Montreal, and representing ourselves as plumbers we approached several jobbers with a view of ascertaining at what prices we could purchase earthenware sanitary fixtures, and in the course of our conversation with the jobbers, were informed that selling prices had advanced over 50 per cent during the last year, and that regular syphon action washdowns that sold to plumbers two years ago at \$3.25 were now selling from \$5.05 to \$5.50, and that it was practically impossible to get closets from England because of the almost prohibitive freight rates, together with the insurance charges, which latter of itself sometimes amounts to thirty cents on each closet.

We also wrote the Department of Customs at Ottawa relative to the importations of earthenware sanitary fixtures into Canada, and received the following official figures:

Data from Department of Customs, May 27, 1916:

To March 31st of each year—Baths, bathtubs, Basins, closets, lavatories, urinals, sinks and laundry tubs of any material—From Great Britain—1913, 128,911; 1914, 163,089; 1915, 117,242; 1916, 72,299. From the United States—1913, 294,057; 1914, 288,714; 1915, 198,705; 1916, 102,643.

(Signed)

JOHN McDUGAL,

Commissioner of Customs.

By these figures you will notice that the imports into Canada from both the United States and Great Britain for the year ending March 31, 1916, are in each instance less than half of what they were for the year ending March 31, 1914.

We recognize this as one of the causes which enables Black & Co. to continue in business in spite of the great losses they are suffering through the employment of unskilled labor, and feel more convinced than ever that our proposition to the firms was sufficient to meet the unsettled condition of trade at that time, and there was no justification in their request for a 30 per cent reduction. But it is not a question of justification with them so much as it is a desire to possess the power of paying the workmen what they think he will stand for, as shown by their latest attempt to reduce the making price another 33 1/3 per cent which even some of the scabs refused to stand for, and if reports are true others are going to quit, before they will stand for it.

There is one point this convention should not lose sight of, and that is, that if this company should finally succeed in clubbing our people into accepting their last terms, it might be a serious matter for the sanitary trade in the Eastern and New England states, in pressed goods especially, where with lower freight charges and a 30 per cent discount on the making price, even with the United States tariff, they will be able

to successfully compete with the American manufacturers in that line of goods.

We realize that the members of Local Union No. 78, who have been locked out for so long a time have been sorely tried and compelled to make many sacrifices, but with all that we don't believe they have reached the point where they are willing to accept Black's terms, even if it comes to pass that the N. B. of O. P. should cut them off and leave them to themselves.

Your committee composed of Brothers Edward Maguire, Wm. Shenton and George Smith have tried to the utmost of our ability to do at all times what we thought under the circumstances would be best for all concerned. We have been materially assisted and treated with the greatest consideration and generosity by President Menge, Secretary Wood, Vice President Hutchins and all members of the Executive Board.

While we have been censured and severely criticised for our failure in not writing to the Herald oftener than we did, we wish to assure you it was not that we did not wish to acquaint the trade with actual conditions in St. Johns, but since the beginning our trouble with the U. S. immigration officers in connection with our members entering the States in search of work, together with the censoring of all our mail by the Canadian authorities, we were placed in a very delicate position where we were uncertain as to just what statement or admission might make us liable to heavy penalties. Under the circumstances I trust you will agree with us that we were actuated by our desire to exercise caution as much for the sake of other members of Local Union 78 as for our own personal safety for we are informed that a copy of the Herald is sent to Montreal office of the U. S. immigration commissioner each week.

In conclusion we wish to, on behalf of the locked-out members in St. Johns, express our appreciation of the magnificent support rendered by the Brotherhood, and desire each delegate to carry back to their local our sincere thanks for their continued and generous voluntary contributions towards our support.

Yours fraternally,

COM. ON CANADIAN SITUATION.

Motion by Wm. E. Lang that the report be received and made a part of the convention proceedings.

Motion Carried.

## REPORT OF COMMITTEE ON SANITARY PRICE LIST

### Resolution No. 54

By Local Union No. 46 (Sanitary, Mixed) Wheeling, W. Va.

Whereas, We believe that there is an unnecessary amount of changing of moulds throughout the pressing shops of sanitary potteries; therefore be it

Resolved, That we demand that the firm allow the hustlers twenty-five cents for the changing of a set of moulds.

The committee recommended rejection.

Motion by R. A. McDevitt that we concur in the recom-



mendation of the committee.

Motion carried.

### Resolution No. 39

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, Owing to the increase in the amount of work which a carrier-out has to do, and the unhealthy work which he is compelled to perform; therefore be it

Resolved, That after the present agreement expires all scraps be removed from the presser's bench at the expense of the firm.

The committee recommended adoption.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

### Resolution No. 91

By Local Union No. 79 (Sanitary, Mixed) Columbus, Ohio

Whereas, We believe that the present system of carrying out is an injustice to the hustlers; therefore be it

Resolved, That the firm shall pay hustlers for delivering ware when the pressers are not working during holiday seasons or during a shutdown of a week or more duration, and that the hustlers receive from the firm the same amount he would earn from the pressers.

The committee recommended rejection.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 16

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, We believe the time has come when a change should be made in the hiring and paying for hustlers in sanitary shops owing to the general dissatisfaction which the present method involves; therefore be it

Resolved, That at the expiration of our present agreement the manufacturers shall hire and pay men to do the regular work of our present hustlers.

The committee recommended rejection.

Motion by R. A. McDevitt that the recommendation of the committee be concurred in.

Motion carried.

### Resolution No. 28

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, The placing of lavatories is unjust to the kilnmen, under the present scale paid for the placing of same; therefore be it

Resolved, That the lavatory agreement be reopened after the present agreement expires.

The committee recommended adoption.



On motion by R. A. McDevitt the recommendation of the committee was concurred in.

### Resolution No. 27

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, The price paid extra for the placing of lavatories is small compensation for the work involved; therefore be it

Resolved, That on and after October 1, 1916, all lavatories swung in kilns shall be paid extra for, the prices to be settled by a committee of manufacturers and kilnmen.

The committee recommended rejection.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 29

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Resolved, That all lavatories placed in the glost kilns, 50 pounds and over, be paid extra for.

The committee recommended rejection.

Motion by R. A. McDevitt that the recommendation of the committee be concurred in.

Motion carried.

### Resolution No. 101

By Local Union No. 82 (Sanitary, Mixed) Chillicothe, O.

Whereas, The kilns of the local firm have never been fully equipped with stationary burners; and

Whereas, The kiln fireman is compelled to remove and adjust hot burners from kiln to kiln; therefore be it

Resolved, That all kilns with gas or oil be fully equipped with stationary burners.

The committee recommended rejection.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

### Resolution No. 88

By Local Union No. 73 (Sanitary, Mixed) Cameron, W. Va.

Whereas, There seems to be a practice in some sanitary shops of placing a few plugs and basins in No. 3 green saggars, and

Whereas, This practice is being used as a basis for imposing on the kilnmen and causes them extra handling of saggars and ware; therefore be it

Resolved, That the filling of green saggars be discontinued.

The committee recommended rejection.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

**Resolution No. 22**

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, As some manufacurters are having vitrious ware placed in square kilns with and without saggars, by laborers; therefore be it

Resolved, That all sanitary ware (lavatories included) be placed by no others but recognized kilnmen of the N. B. of O. P. The committee recommended rejection.

Motion by R. A. McDevitt that the recommendation of the committee be concurred in

Motion carried.

**Resolution No. 61**

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Whereas, Some firms are having ware made by sanitary pressers, placed by other than recognized journeymen kilnmen, and

Whereas, They base their right to do this on the fact that the ware is placed in square or muffled kilns, and

Whereas, Kilnmen are never paid for time lost in protesting this condition; therefore be it

Resolved, That at the expiration of the present agreement all ware made by sanitary pressers or casters shall be placed by recognized journeymen kilnmen, whether in square, muffled or round kilns; and be it further

Resolved, That when a firm insists on other than this, the kilnmen shall be empowered to cease work, pending settlement of the dispute.

The committee recommended rejection.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

**Resolution No. 19**

By Local Union No. 28 (Kilnmen, Dippers and Saggermakers) Wheeling, W. Va.

Whereas, There is no agreement as to placing of two bungs in one arch in sanitary, and

Whereas, There has been disputes from time to time on this extra work; therefore be it

Resolved, That all kilns so placed be increased 2 1/2 days. The committee recommended rejection.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

**Resolution No. 24**

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, Some manufacturers are increasing the capacity of their kilns by placing two bungs to an arch; therefore be it

Resolved, That when a kiln is so constructed as to increase its capacity by placing two bungs to an arch, that said

bungs be paid for at the rate of one day extra for each three bungs in said arches.

The committee recommended adoption.

Motion by R. A. McDevitt that the recommendation of the committee be concurred in.

Motion carried.

### Resolution No. 18

By Local Union No. 28 (Kilnmen, Dippers and Saggermakers)  
Wheeling, W. Va.

Whereas, It is the custom that certain sanitary bisque kilnmen must load green saggars with plug bowls, basins and light sanitary ware, and

Whereas, It is the custom that certain sanitary bisque kilnmen must carry all boarded ware to kilns; therefore be it

Resolved, That the coming convention establish a uniform price for such work.

The committee recommended rejection.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 31

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Resolved, That all tanks placed in the glost kilns, considering the extra work for carrying out the covers, also the extra trips in the kiln, be paid extra for.

The committee recommended rejection.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

### Resolution No. 63

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Whereas, The cost of living has increased in the last few years, and our wage scale has remained stationary, and

Whereas, Kilnwork in the same period of time has become heavier and correspondingly more tedious; therefore be it

Resolved, That at the expiration of the present agreement the wages of sanitary kilnmen be increased twenty-five per cent.

The committee recommended rejection.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 32

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, The expenses of living have increased over 25 per cent and that all classes of labor have been advanced in wages; therefore be it

Resolved, That on and after November 1, 1916, the wages

of sanitary kilnmen be increased a straight 15 per cent.

The committee recommended adoption.

Motion by R. A. McDevitt that the recommendation of the committee be concurred in.

Motion carried.

## REPORT OF COMMITTEE ON STATE OF ORDER

### Resolution No. 169

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio

Whereas, We find that some of our members have been discriminated against for doing active work, such as trying to organize all shops to a 100 per cent shop, doing committee work connected with our trade and others; therefore be it

Resolved, That the 26th Annual Convention pass a law for the election of a national statistician to act as and take the place of our present health inspector, also to do such work as organizing, look after new shops and articles and keep headquarters at all time posted on same. His salary to be \$1,000 a year to be paid monthly out of the general fund.

The committee recommended rejection.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 165

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Resolved, That the N. B. of O. P. request another collection to help the Danbury Hatters to pay the judgment which has been levied against them by the order of the U. S. supreme court.

The committee recommended that the resolution be withdrawn.

On motion by S. M. Moore the recommendation of the committee was concurred in.

### Resolution No. 168

By Local Union No. 7 (Sanitary, Mixed) Tiffin, Ohio

Whereas, There is a condition existing in the packing department of the Tiffin plant of the Standard Sanitary Manufacturing company, caused by the firm failing to fulfill the terms of the agreement, and

Whereas, The dispute has reached an acute stage and is liable to involve a strike at said plant, and

Whereas, Local Union No. 7, having fulfilled the requirements of Sections 80 and 81 of the Constitution governing action in such cases, and the First Vice President having failed in his duty as required by this law; therefore be it

Resolved, That the 26th Annual Convention instruct the Executive Board to proceed with an immediate settlement of this dispute or empower Local Union No. 7 with full authority to do so.

The committee recommended the following substitute for

**Resolution No. 168;**

Resolved, That the 26th Annual Convention instruct the Executive Board to proceed with an immediate settlement of the dispute at Tiffin, Ohio, and other packing disputes throughout the trade.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion carried.

**Resolution No. 170**

By Local Union No. 54, New Castle, Pa.

Whereas, The china workers have no agreement with the china manufacturers; therefore be it

Resolved, That the committee that was appointed to draw up a uniform price list and size list for china, be instructed to complete the list on or before January 1st, 1917, and a copy be sent to every china local for their endorsement.

The committee recommended that the following substitute be adopted for Resolution No. 170:

Whereas, The china workers have no agreement with the china manufacturers; therefore be it

Resolved, That the committee that was appointed to draw up a uniform price list, and size list, for china, be instructed to make a report of their progress to all the locals involved, by January 1, 1917, and that they be asked to complete the list by the time the 1917 convention convenes.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

Announcements were then made by the chairmen of the different committees after which the convention adjourned to meet at 9:30 a. m. Friday.



## Friday, July Seventh

### MORNING SESSION

The convention was called to order by President Menge.  
All members present at roll call.  
Minutes of the previous session were read and approved.

#### REPORT OF SANITARY PRICE LIST COMMITTEE

##### Resolution No. 17

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, There are at present many sanitary pressers out of employment from various reasons, the introduction of the casting method being responsible for quite a number of the unemployed, and

Whereas, The casting method is displacing pressers continuously and threatening to create a condition in which there will be a permanent surplus of sanitary pressers; therefore be it

Resolved, That no more apprentices shall be permitted to start at sanitary pressing until the sanitary pressers now or those who in the future shall be forced out of their jobs by the casting method or other reasons, shall have obtained employment at the trade; and be it further

Resolved, That any employer who desires to put on a new apprentice shall be required to show to the satisfaction of the Standing Committee that he cannot procure competent sanitary pressers.

##### Resolution No. 44

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, We believe the starting of apprentices during a depression to be detrimental to the men already at the bench; therefore be it

Resolved, That no apprentices be started until trade has resumed a normal condition.

##### Resolution No. 46

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, The original intent of the change of our apprentice ratio from eight to one, to six to one, was to take care of an abnormal demand for pressers which at that time prevailed in the trade, and

Whereas, The then abnormal demand has long since resolved itself into an abnormal superfluity of pressers, and

Whereas, We believe that since the condition has absolutely reversed itself, that in all fairness the ratio should be again changed so that the original intent of both parties to the change may be carried into effect; therefore be it

Resolved, That the present apprentice ratio be changed from six to one, to ten to one.

#### Resolution No. 49

By Local Union No. 46 (Sanitary, Mixed) Wheeling, W. Va.

Whereas, We believe that the present ratio of apprentices has caused an over supply of pressers in the sanitary trade; therefore be it

Resolved, That the ratio of apprentices be changed from one apprentice to six journeymen, to one apprentice to ten journeymen.

#### Resolution No. 69

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Whereas, The ratio of apprentices in the sanitary pressing trade has proved itself a detriment to the N. B. of O. P. by a surplus of sanitary pressers, and the verbal agreement between the manufacturers and members of the Executive Board, not to place any apprentices during trade depression apparently void, and

Whereas, The manufacturers have placed apprentices during such period regardless of the unemployed sanitary pressers; therefore be it

Resolved, That the ratio of apprentices in the sanitary pressing branch be changed to one apprentice to ten journeymen, instead of one apprentice to six journeymen, as at present, and that no apprentices be started unless shop is working five full days or better per week.

#### Resolution No. 90

By Local Union No. 77 (Sanitary, Mixed) Mannington, W. Va.

Whereas, The conditions of our trade has revealed the fact that there are more sanitary pressers in the trade than the trade calls for, and with the prospect of casting reducing the demand for sanitary workers; therefore be it

Resolved, That the former ratio of apprentices, one to eight, be re-established.

#### Resolution No. 93

By Local Union No. 79 (Sanitary, Mixed) Columbus, Ohio

Whereas, The present ratio of apprentices work an injustice to the sanitary pressers; therefore be it

Resolved, That at the expiration of the present agreement the ratio shall be one apprentice to every ten journeymen sanitary pressers.

#### Resolution No. 102

By Local Union No. 82 (Sanitary, Mixed) Chillicothe, O.

Whereas, The present ratio of apprentices in the sanitary

trade has compelled a great number of journeymen to remain idle and seek employment outside the sanitary trade; therefore be it

Resolved, That apprentice pressers or casters shall not be allowed to start in the trade prior to November, 1917; and be it further

Resolved, That the N. B. of O. P. grant the sanitary manufacturers a conference, at the time stated, to successfully operate their factories.

#### Resolution No. 105

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal.

Whereas, The trade may have warranted the ratio of apprentices being raised at the time when the action was taken, but the present condition of the trade does not warrant the continuance of that ratio; therefore be it

Resolved, That the ratio of one apprentice to six journeymen pressers be repealed; and be it further

Resolved, That the ratio revert back to one apprentice to eight journeymen pressers.

#### Resolution No. 116

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.

Whereas, There is a great surplus of sanitary pressers caused by the evil of our present laws and agreements governing our apprentice ratio; therefore be it

Resolved, That no apprentices be allowed to start for two years after the expiration of our present agreement.

The committee recommended the adoption of the following substitute for Resolutions Nos. 17, 44, 46, 49, 69, 90, 93, 102, 105 and 116:

Resolved, That we demand that the apprentice ratio in the sanitary pressing trade be restored to one apprentice to eight journeymen. We further recommend that our conferees endeavor to have our verbal agreement on this subject made more effective.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

#### Resolution No. 120

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.

Whereas, A great many No. 3 saggars are made that are the limit in length, which is 23 ½ inches, and we know that said saggars are not paid for at 8 cents each; therefore be it

Resolved, That all No. 3 saggars measuring from 22 inches to 23 ½ inches be increased from 8 cents to 10 cents each so that a saggermaker can earn living wages on No. 3 saggars.

The committee recommended adoption.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

**Resolution No. 95**

By Local Union No. 79 (Sanitary, Mixed) Columbus, Ohio

Resolved, That all sagger clay be delivered and mauled into shape ready for use in the sagger shop at the firm's expense  
The committee recommended rejection.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

**Resolution No. 94**

By Local Union No. 79 (Sanitary, Mixed) Columbus, Ohio

Resolved, That the firm shall furnish sufficient help to carry all saggars to the kiln door in all cases where there is a distance of over 100 feet from the sagger shop door to the kiln door.

The committee recommended rejection.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

**Resolution No. 43**

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, It is a custom in some shops to take fifteen cents from the men's pay for carrying to the kiln; therefore be it

Resolved, That the next conference try and have it abolished.

The committee recommended rejection.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion lost.

Motion by Sydney Banner that Resolution No. 43 be adopted as read.

Motion carried.

**Resolution No. 7**

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Resolved, That mouldmakers' week shall be 48 hours per week at the rate of 50c for blocking and casing and 43  $\frac{3}{4}$  c for mouldmaking. The hours to be so arranged as to have Saturday afternoons off.

The committee recommended rejection.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

**Resolution No. 98**

By Local Union No. 81 (Mouldmakers) Trenton, N. J.

Resolved, That sanitary mouldmakers shall receive \$27 per week for blocking and casing and \$24.00 per week for mouldmaking, and 44 hours to constitute a week's work.

The committee recommended the striking out of the words

"and 44 hours to constitute a week's work," and the adoption of the resolution as amended.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 176

By the Committee on Officers' Reports

Whereas, There is a great number of special saggars being introduced into the sanitary trade, and the present method of settling the price is unsatisfactory to the trade; therefore be it

Resolved, That at the conference of 1916 a joint committee of manufacturers and saggermakers be appointed to gather statistics, as to the sizes, shapes and prices, so that they can be classified and standardized so that a uniform price can be fixed for the making of similar special saggars.

The committee recommended adoption.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

## REPORT OF COMMITTEE ON STATE OF ORDER

### Resolution No. 123

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.

Whereas, We are all lead to believe and do know that a great number of members of the N. B. of O. P. are very much in need of education along the lines of unionism, and

Whereas, There is no provision for an organizer in our ranks; therefore be it

Resolved, That an organizer, agitator or evangelist on unionism be appointed or elected for one year along with the members of the Executive Board; and be it further

Resolved, That his salary shall not exceed the amount paid the health inspector.

The committee recommended that Resolution No. 123 be referred to a committee of the whole.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

Motion by Harry Hassall that the convention do now resolve itself into a committee of the whole to take up Resolution No. 123.

Motion carried.

## REPORT OF THE COMMITTEE OF THE WHOLE

The committee recommended the rejection of Resolution No. 123.

Motion by Harry Hassall that we concur in the recommendation of the committee.

Motion carried.



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**REPORT OF COMMITTEE ON FINANCE****Resolution No. 157**

By Local Union No. 12's Delegates

Whereas, It is customary for our Executive Board and standing committee delegates to have all expenses paid, hotel as well as railroad fare and receive \$5 per day; therefore we delegates from Local Union 12 believe that all delegates representing the highest tribunal of the N. B. of O. P. should be classed on an equal footing with our national officers at this our 26th Annual Convention; therefore be it

Resolved, That this 26th Annual Convention pass a law reimbursing all delegates for their hotel expenses, not exceeding \$1.50 per day, and railroad expenses, to take effect at this our 26th Annual Convention.

The committee recommends that the resolution with the exception of the last part which reads: "To take effect at the 26th Annual Convention," be referred to a referendum vote of the trade and in the event that it passes that an additional per capita tax of 25 cents per annum be levied on the membership to provide the needed additional revenue.

Motion by W. A. Croot that we concur in the recommendation of the committee.

Motion lost.

**Recommendation of Finance Committee**

We, your Finance Committee, recommend that any resolution hereafter calling for an expenditure of money exceeding one hundred (\$100.00) dollars by any convention shall be in the national office sixty (60) days previous to the time of holding the convention and it shall be printed in the official program of resolutions.

Motion by W. A. Croot that we concur in the recommendation of the committee.

Motion lost.

**Resolution No. 152**

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That the N. B. of O. P. employ a competent man from the ranks of the N. B. of O. P. to gather statistics and data, take measurements, photographs and make drawings where necessary of the various articles made in the sanitary potteries; and be it further

Resolved, That the term of this office shall not exceed 18 months from the beginning of his employment.

The committee recommended rejection.

On motion by W. A. Croot the recommendation of the committee was concurred in.

**REPORT OF COMMITTEE ON LAW.****Resolution No. 161**

By Local Union No. 82 (Sanitary, Mixed) Chillicothe, O.

Whereas, It is a custom to allow non-union workmen to use the advertising columns of the Herald in seeking a position in the trade, and

Whereas, This is contrary to union principles, and in a number of instances has been detrimental to the interests of the organization; therefore be it

Resolved, Only members in good standing in the organization shall be allowed to employ the columns of the Herald to secure a position, a union card must accompany all advertisements, advertisements will then be O. K., and the card returned to the owner.

The committee recommended adoption.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Amendment by E. J. Whitehead that the application must be approved by the secretary of the local.

Amendment carried.

The motion as amended carried.

### Resolution No. 150

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

To amend Section 163 by adding Section 163-A to read as follows:

Any local union may elect a permanent committee of three or more members to be known as the library committee, this committee with the advice and consent of the local, shall from time to time, secure from the United States and state governments, authorized commissions, or other trustworthy sources, reports, pamphlets or other publications treating upon labor and social statistics, economic science, industrial health, personal hygiene and kindred subjects for a local library under the care of said committee and for the use of members, said committee to report at each local meeting.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

### Resolution No. 114

By Local Union No. 90.

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion by Louis DeBee that Resolution No. 114 be referred to the convention as a committee of the whole to be taken up at 2:30 p. m.

Motion carried.

Announcements were then made by the chairmen of the different committees after which the convention adjourned to meet at 2:30 p. m.

## Friday, July Seventh

### AFTEROOON SESSION

The convention was called to order by President Menge.

Delegate Fred Cook was marked absent at roll call.

Minutes of the previous session were read and approved.

In accordance with a motion passed at the morning's session the convention resolved itself into a committee of the whole to take up Resolution No. 114.

#### REPORT OF THE COMMITTEE OF THE WHOLE

The committee reported that Resolution No. 114 had been referred to a special committee for reconstruction.

On motion by T. M. Woods the report of the committee was adopted.

(For further action on Resolution No. 114 see Monday morning's minutes.)

#### REPORT OF THE COMMITTEE ON LAW

##### Resolution No. 149

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

The committee recommended rejection.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion by George Taylor that Resolution No. 149 be referred back to the committee.

Motion to refer back carried.

(For final action on Resolution No. 149 see Saturday morning's minutes.)

##### Resolution No. 144

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion by R. A. McDevitt that Resolution No. 144 be referred back to the committee.

Motion to refer back carried.

(For further action on Resolution No. 144 see Saturday morning's minutes.)

##### Resolution No. 66

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Whereas, The outside shops are sometimes compelled to suffer through the failure to receive reports of the standing committee meetings, and

Whereas, After settlements had been reached we have frequently been compelled to wait six or eight weeks for a report of it; therefore be it

Resolved, That the 26th Annual Convention make provision for reporting the proceedings of the standing committee meetings to all sanitary locals, not later than ten days after such meetings are held.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

### Resolution No. 164

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, From time to time there are brothers in the trade who need the assistance of their fellow workers to tide them over such needy periods; and

Whereas, There are men in the trade who take advantage of the brotherly feeling which they know is so extended from time to time; and

Whereas, This is bringing about a feeling of distrust in the Brotherhood and on account of such distrust some real worthy brother is the sufferer; therefore be it

Resolved, That whenever a helped brother refuses or does not pay a legitimate bill that he owes to another brother that the local of which he is a member collect the same.

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 135

By Local Union No. 17 (Kilndrawers) East Liverpool, O.

Whereas, When there is any dissatisfaction arises in some branches of the trade, a great many of the members apply to their locals for withdrawal cards, and as they claim that they are retiring from the trade; therefore giving satisfactory reasons for withdrawing, the card is granted, which enables them to come in numbers for withdrawal cards, and as they have sympathizers in sufficient numbers to carry their object through; therefore be it

Resolved, That Section No. 195 of our Constitution be amended by striking out the first three lines to and including the word "union" in the fourth line and insert the following: "That any member desiring to withdraw from this organization must make application to the recording secretary at least two weeks before the end of the month in which he or she desires the card, the application shall be referred to a committee of three who shall investigate the same and if their report is favorable it shall be granted by a majority vote of the members present, but if the report is unfavorable it shall take a two-thirds vote of the members present to grant the card.

The committee recommended rejection.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion by John Morehead that Resolution No. 135 be referred to a committee of the whole.

Motion carried.

The convention then resolved itself into a committee of the whole. to take up Resolution No. 135.

## REPORT OF THE COMMITTEE OF THE WHOLE

The committee recommended that Local Union No. 17 be given permission to use the blank form below:

**National Brotherhood of Operative Potters.**

### APPLICATION FOR WITHDRAWAL CARD

To the officers and members of Local Union No. ....

I, the undersigned, most respectfully make application for a honorable withdrawal card, to take effect the last day of (name of month).....191... Reason for withdrawing (state reasons in full).....  
.....Name

#### Report of Committee

Having faithfully investigated the above application we report as follows:

On motion by T. M. Woods the recommendation of the committee was concurred in.

### Resolution No. 158

By John P. Duffy

Resolved, That we change Section No. 164 by striking out the words "Nominations may be made on the day or night of election," and substitute the following: "But in case the local is unable to make a nomination for any particular office, or in case any member nominated for any particular office declines to stand for election, nominations to fill such vacancies only may be made on the day or night of election."

"Resolved, That we change Section No. 166 by inserting the words "or delegate" after the word "officers" in the second line of said section.

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 163

Bq Local Union No. 4 (Generalware Pressers) East Liverpool, O

Whereas, The dignity of office holding in the N. B. of O. P. is presumed to lie in the fact that the office has selected the man, and

Whereas, The membership of the N. B. of O. P. is of a character to supply an abundance of suitable timber, and

Whereas, In the past, members have accepted nomina-



tion for more than one office thereby causing others suited for incumbency to decline nomination, and

Whereas, Such acceptance of more than one office lacks dignity and savors of "the man seeking the office;" therefore be it

Resolved, That the laws of the N. B. of O. P. be made to read as follows: Any member receiving two or more nominations for two or more offices except that of delegate to the American Federation of Labor, to be competed for on the same date, shall only be permitted to accept the nomination for one of them. In the event that he fails to comply with this law and accepts the nomination for more than one office, that of delegate to the American Federation of Labor excepted, he shall automatically cease to be a candidate for any office on the ballot submitted at the next following election.

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 162

By the Executive Board.

Resolved, That Section 122 of the National Constitution be amended as indicated by Clauses B. C. and D.

Section 122: Clause A. Any member who gives up his employment in the pottery or loses his position from any cause and accepts work, either permanently or temporarily, at some other trade or calling, not under the jurisdiction of the N. B. of O. P., may retain his membership in his local union for a period of six months, and be entitled to all privileges and death benefits; but if at the end of six months such member is still engaged at other work he must apply to the National Union for honorary membership, or take out a withdrawal card.

Clause B. In order to be entitled to honorary membership a member must have a record of continuous good standing in the organization for a period of at least six months immediately prior to the time of his leaving the trade.

Clause C. Anyone granted honorary membership, who has been a member of the N. B. of O. P. for more than thirty months, but not entitled to the full death insurance when such honorary membership was granted, may graduate to a full beneficiary member of the insurance fund, as set forth in the last part of Section 116 of these laws.

Clause D. Any person granted honorary membership who has been a member of the organization for less than thirty months, shall be entitled to death benefits for the time he has been in continuous good standing only, and such benefits shall not increase while he is carrying honorary membership.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

### Resolution No. 145

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Substitute for Section 115 pertaining to insurance fund.

Any member becoming three or more months in arrears shall lose his standing as a beneficiary member of the insurance fund (excepting the minimum benefit of \$25.00), and shall not again participate in the insurance fund as a member in good standing except as provided in substitute for Section 116.

#### Resolution No. 146

Substitute for Section 116 pertaining to insurance laws.

New members joining the N. B. of O. P. and suspended members paying a reinstatement fee or members who have been disqualified by violating the laws governing the death insurance fund may become beneficial members as follows: Six months good standing \$50.00, 12 months good standing \$100.00, 18 months good standing \$200.00.

#### Resolution No. 147

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Substitute for Section 125 pertaining to insurance fund.

Any member who has been a member of the N. B. of O. P. for twelve months or longer and is in arrears at death and has not been suspended, his beneficiary shall be entitled to the minimum benefits of \$25.00.

#### Resolution No. 148

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Substitute for Section 114 pertaining to insurance fund.

At the death of a member of the N. B. of O. P. the sum of \$200.00 shall be paid to such member's beneficiary, provided that the deceased was not more than two months in arrears for dues, fines or assessments, counting to the last Saturday of the month in which the death occurs and provided that the deceased had been a member in good standing for a period of eighteen months.

The committee recommended the adoption of the following substitute for Resolutions Nos. 145, 146, 147 and 148.

(Amendments to Sections 115 and 124 of the National Constitution.)

Section 115. Any member failing to pay his dues or assessments within one month after such dues or assessments are due shall have the sum of \$25 deducted from the full amount of the death insurance. In order to be restored to the full death insurance, such member shall be required to be in continuous good standing for a period of three months for each intermittent offense.

Any member failing to pay dues or assessments for three consecutive months shall lose his standing as a beneficiary member and shall not again participate in the insurance fund, except as provided in Section 116.

Section 124 to be amended to read as follows: Any honorary member failing to pay dues within one month after such dues are due shall have the sum of \$25 deducted from his death insurance; in order to be restored to his full death insurance such member shall be required to be in continuous

good standing for a period of three months for each intermittent offense. An honorary member failing to pay dues for three consecutive months shall lose his standing as a beneficiary member, and the national union shall issue to such member a withdrawal card.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

Motion by Michael Moran that after the close of the convention a complete report of the insurance laws be printed and distributed throughout the trade.

Amendment by George Taylor that the Executive Board be empowered to revise the insurance laws.

Amendment carried.

Motion as amended carried.

## REPORT OF COMMITTEE ON SANITARY PRICE LIST

### Resolution No. 33

By Local Union No. 36 (Turners and Handlers) Trenton, N. J.

Whereas, We, the sanitary specialty turners, believe the present day wage rate of \$4.00 per day is not a fair day wage rate for the skill required; therefore be it

Resolved, That on and after Nov. 1, 1916, the day wage rate for turning sanitary specialties be \$4.50 per day for eight hours, and four hours on Saturday to constitute a full day's work. This to cover all turners employed in sanitary shops.

The committee recommended adoption.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 58

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That all piece workers that are paid on Friday shall be paid not later than 5 o'clock P. M.

The committee recommended that the request of the packers to withdraw this resolution be granted.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

### Resolution No. 57

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That all bale straw shall be shook up ready for the packer to use.

The committee recommended rejection.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 59

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That all tanks packed loose on wagons shall be one dollar per hundred.

The committee recommended adoption.

Motion by R. A. McDevitt that the recommendation of the committee be concurred in.

Motion carried.

#### Resolution No. 71

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Resolved, That at the expiration of the present agreement the wages of sanitary packers be increased from \$3.50 to \$4.00 per day.

The committee recommended rejection.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

#### Resolution No. 8

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, On the bisque kilns the ware is delivered to the kilnshed, and

Whereas, On the glost the kiln hands have to carry the ware from the dipping room regardless of distance; therefore be it

Resolved, That the firm deliver the ware to the glost kiln. The committee recommended rejection.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

#### Resolution No. 25

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, The oil torch is still in use in some of the potteries, and

Whereas, Fumes and smoke from same are very injurious to the health of the kilnmen; therefore be it

Resolved, That the oil torch be abolished entirely from the kiln sheds and electric lights be installed wherever possible. The committee recommended rejection.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

#### Resolution No. 26

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, Manufacturers often times in summer time leave one or two kilns stand idle when not working full time, and by doing so compel kilnmen to work in very hot kilns; therefore be it

Resolved, That no kilnmen be asked to work in hot kilns in summer time while there are other kilns empty.

The committee recommended rejection.

Motion by R. A. McDevitt that we concur in the recom-

mendation of the committee.

Motion carried.

### Resolution No. 30

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Resolved, That all jets, wall closets and slop hoppers that have to be reared in the glost kilns be paid extra for.

The committee recommended rejection.

Motion by R. A. McDevitt that the recommendation of the committee be concurred in.

Motion carried.

### Resolution No. 115

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.

Whereas, There are more pressers in the sanitary trade than the manufacturers can find work for, for more than six months in the year; and as we think that it is unjust to the generalware pressers as well as the sanitary pressers for the manufacturers to get the generalware pressers into the trade when they are not able to furnish them with steady employment; therefore be it

Resolved, That at this 26th Annual Convention there be a law passed to close the sanitary trade until the manufacturers can prove that they can find steady employment to those that are now in the trade.

The committee recommended rejection.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

### Resolution No. 96

By Local Union No. 79 (Sanitary, Mixed) Columbus, Ohio

Resolved, That in case the saggermakers have no room or clay to work with and the kilnmen should need saggars in order to top off, the firm shall have them carried out at their own expense and stand for all breakage caused by said carrying out.

The committee recommended adoption with the addition of the following amendment: "Unless a suitable place is provided to carry out same while working."

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

Announcements were then made by the chairmen of the different committees after which the convention adjourned to meet at 9:30 Saturday morning.



## Saturday, July Eighth

### MORNING SESSION

The convention was called to order by President Menge.

All members present at roll call.

Minutes of the previous session were read, and after being corrected they were approved.

#### REPORT OF COMMITTEE ON LAW.

##### Resolution No. 144

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That the words "whenever a vacancy occurs on the Executive Board the remaining members of the Board shall have the power to fill same," be stricken out of Section 55 of the National Constitution and Section 46 of same be changed to read as follows: "In case of death or resignation of any official a referendum vote of the trade shall be taken, the election to be conducted the same as a regular election immediately after such vacancy occurs, provided such death or vacancy does not occur during the last half of his term."

The committee recommended the adoption of the following substitute for Resolution No. 144:

Resolved, That when a vacancy occurs in the Executive or standing committees during the first six months of incumbancy, the successor in such office shall be elected by referendum vote of the trade, or section of trade affected. If a vacancy occurs after the first six months of incumbancy the position shall be filled by appointment of the executive committee.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion lost.

Motion by Thomas Moss that Resolution No. 144 be rejected.

Motion carried.

##### Resolution No. 149

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That the Sanitary Standing Committee as now constituted shall be declared inoperative at the expiration of its present term of office, August 1, 1916; that the duties of said committee shall be performed by the Eastern members of the Executive Board; and be it further

Resolved, That all rules bearing on this subject shall be shaped to conform with this resolution.

The committee recommended the adoption of the following

substitute for Resolution No. 149:

Resolved, That all disputes and settlements must be made in 90 days and if not to cease work on the dispute or settlement; and we recommend that the same be referred to the labor committee for immediate action, and where a member loses more than one week's work he shall receive strike benefits.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion lost.

Motion by W. E. Lang that Resolution No. 149 be adopted as read.

Motion to adopt Resolution No. 149 carried.

### Resolution No. 136

By Local Union No. 77 (Sanitary, Mixed) Mannington, W. Va.

Whereas, It has been known that disputes have been protested and placed before the standing committee, or manufacturers association and have been laid over for months and even a year, and no settlement reported to local union effected, thereby working an injustice on the manufacturers and the local union involved; therefore be it

Resolved, That when a dispute is placed before the manufacturers association or standing committee, a decision must be reached within ninety (90) days or local union involved shall be empowered to cease work pending settlement.

The committee recommended the adoption of the following substitute for Resolution No. 136:

Whereas, It has been known that disputes have been protested and placed before the standing committee or manufacturers association, and have been laid over for months, and even a year, and no settlement reported to local union affected, thereby working an injustice on the manufacturers and the local union involved; therefore be it

Resolved, That when a dispute is placed before the manufacturers' association or standing committee, a decision must be reached within ninety (90) days or no more of said work in dispute shall be made until final settlement is made.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion lost.

Motion by Harry Hassall that Resolution No. 136 be rejected.

Motion carried.

### Resolution No. 140

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, Owing to the general dissatisfaction, especially in the western shops, regarding the standing committee's present method of settling disputes; therefore be it

Resolved, That we demand that the standing committee go into and remain in continuous session until all disputes are settled and disposed of.

The committee recommended rejection.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

## REPORT OF SANITARY PRICE LIST COMMITTEE.

### Resolution No. 14

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, It is hard to get a settlement on a new piece because of no limit on the time to be settled, and

Whereas, There have been cases when it has been months and even years before a settlement has been made and the moulds destroyed without settlement; therefore be it

Resolved, That when a piece is not settled within 60 days from the time of making the first piece no more shall be made until settled.

The committee recommended rejection.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

### Resolution No. 67

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Whereas, We have not at present any law covering the length of time, the standing committee may hold a dispute without adjustment, and

Whereas, Some cases have failed of settlement for periods of a year or more; therefore be it

Resolved, That at the expiration of the present agreement the standing committee be required to effect a settlement of a protested case within six weeks of its receipt of such case, or, failing to do so, turn the matter over to the Executive Board for settlement.

The committee recommended rejection.

On motion by R. A. McDevitt the recommendation of the committee was concurred in.

## REPORT OF COMMITTEE ON HEALTH.

### Resolution No. 3

By Local Union No. 7 (Sanitary, Mixed) Tiffin, Ohio

Whereas, The trade is not taking the interest in the tuberculosis fund that we think they should; therefore be it

Resolved, That the delegates to the 26th Annual Convention try to plan a system whereby the members of the N. B. of O. P. shall deem it their imperative duty to contribute more liberally to our annual collection for the tuberculosis fund.

The committee recommended the adoption of the following substitute for Resolution No. 3:

Whereas, There are no laws of the N. B. of O. P. to authorize the levying of any assessments on the members for tuberculosis purposes, all collections being voluntary; therefore be it

Resolved, That in all pottery centers such as East Liverpool, Sebring and Trenton, all tuberculosis day collections shall

be taken up in each pottery separately. Arrangements for collecting the same shall be under the supervision of the local or shop health committee.

Section 2. In isolated pottery districts all tuberculosis collections shall be taken up under the supervision of the local union, and all collections shall be forwarded to the National Secretary as soon as possible.

Section 3. The National Secretary shall cause to have printed in the Potters Herald within three months of the Annual Tuberculosis Day the names and amount collected by each pottery and local unions.

Section 4. In the event of any pottery or local union failing to respond to the appeal, the National Committee shall call their attention to their delinquency.

Motion by George H. Cartlidge that we concur in the recommendation of the committee.

Motion carried.

### RECOMMENDATION OF HEALTH COMMITTEE.

The committee recommended an amendment to Resolution No. 30, passed at the 1915 convention.

On motion by Harold Snow the recommendation of the committee was referred back for reconstruction.

### Resolution No. 132

By the Health Committee

Whereas, Our experience of the past few years has shown us a large number of workers in our sanitary potteries are unable, because of sickness and other exigencies in our trade, to properly provide for themselves or their dependents during said sickness and other disabilities, thereby causing great suffering because of their inability to get proper medical treatment and nourishments, with the result that shop collections have to be taken up constantly for their relief, and

Whereas, The workmen's compensation acts in our different states have demonstrated the justice and beneficence of this form of insurance, still the insurance carriers being organized solely for profit, take advantage of every technicality to deprive our workers of the benefits due to them from said compensation act, thereby causing discontent and lawsuits to compel said insurance carriers to live up to the law, and numbers of our workers are deprived of the benefits of said act because of ignorance of the law, and

Whereas, Modern legislation show clearly the necessity and benefits of compulsory insurance, both to the workmen, the trade and the community; therefore be it

Resolved, We ask five per cent conditional increase on wages paid all employes of sanitary potteries, the same to be held in trust and administered by a joint committee of manufacturers and members of the National Brotherhood of Operative Potters, said increase to be used for the purpose of establishing and operating an accident, sick, disability and old age pension fund with minimum and maximum continuous benefits.

The Health Committee requested that the resolution be withdrawn.

On motion by George H. Cartlidge the request was complied with and the resolution withdrawn.

A motion to adjourn until Monday morning at 9:30 was carried by a vote of 58 for to 22 against.



## Monday, July Tenth

### MORNING SESSION

Before the convention convened Manager Will T. Blake in a few well chosen remarks introduced President John A. Voll of the Ohio State Federation of Labor, who addressed the delegates principally on the workmen's compensation laws in the state of Ohio. At the close of his address, on motion by John Laughlin, President Voll was given a rising vote of thanks for his splendid address and well wishes for the work of the convention.

The convention was called to order by President Menge.

The following delegates were marked absent at roll call: George Nelles, Gilbert Simpson, John Rowley, Wm. E. Young, Robert Rowland, Reuben Seeley, William Bauman, Samuel Schresongost, Charles Ewers, Frank Hollins, William Briggs, Foster Mackall, Albert Pretty, E. M. Gould, William G. Astbury and Hugh Church.

Minutes of the previous session were read and approved.

#### **Recommendation of Health Committee.**

To change Section No. 129 of the National Constitution to read as follows:

No. person shall be entitled to receive sanatorium treatment at the expense of the tuberculosis fund, unless he has been a member of the N. B. of O. P. for 12 months prior to the time of making application for such treatment.

Motion by George H. Cartlidge that the recommendation of the committee be concurred in.

Motion carried.

#### **Recommendation of Health Committee**

Amendment to Resolution No. 30, passed at last Convention.

Section 1. Any one ceasing to pay one per cent because of sickness or other disability shall only be entitled to such sum as the law provides for at the time of his disability, in the event of death, except as provided for in the following section, viz: Any one able to prove membership in the N. B. of O. P. for ten years or more shall be eligible to praduante, to entitle him to full benefits during any sickness or disability.

On motion by George H. Cartlidge the recommendation of the committee was concurred in.

### **REPORT OF SANITARY PRICE LIST COMMITTEE**

#### **Resolution No. 1**

By Local Union No. 7 (Sanitary, Mixed) Tiffin, Ohio

Resolved, That the officers and delegates to the 26th Annual Convention reopen the sanitary casting list and try to establish a price for such work, not to exceed 25 per cent off the present pressing list.

#### Resolution No. 41

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, All cast tanks at present must be cast for the same price regardless of size or shape; therefore be it

Resolved, That all tanks over a certain size and tanks of irregular shape be paid extra for.

#### Resolution No. 47

By Local Union No. 46 (Sanitary, Mixed) Wheeling, W. Va.

Whereas, It is impossible to earn a fair day's wage at the present price prevailing on casted jets; therefore be it

Resolved, That the price on casted jets be advanced from sixty cents to one dollar each.

#### Resolution No. 48

By Local Union No. 46 (Sanitary, Mixed) Wheeling, W. Va.

Whereas, It is impossible to earn a fair day's wage at the present price prevailing on casted syphon-action closets; therefore be it

Resolved, That the price on casted syphon action closets be advanced from 50 cents to 75c cents each.

#### Resolution No. 51

By Local Union No. 46 (Sanitary, Mixed) Wheeling, W. Va.

Whereas, It is impossible to cast a good piece of ware out of new moulds; therefore be it

Resolved, That the firm shall allow a compensation to the man for his labor in breaking in new moulds.

#### Resolution No. 56

By Local Union No. 46 (Sanitary, Mixed) Wheeling, W. Va.

Whereas, It takes considerable time for the casters to wash funnels, and we believe this work should be done by the firm; therefore be it

Resolved, That the firm wash all funnels.

#### Resolution No. 89

By Local Union No. 77 (Sanitary, Mixed) Mannington, W. Va.

Whereas, The present price on casting is unsatisfactory to the casters and pressers; therefore be it

Resolved, That the price on eight gallon tanks be increased to 55c and an additional 10c for sticking on backs

whenever backs are casted separately; be it further

Resolved, That the price of casting washdowns be increased to seventy cents.

### Resolution No. 175

By the Committee on Officers' Reports

Whereas, We the committee on officers reports realize something should be done to solve the problems encountered by the sanitary casters, over the following:

Resolved, That the Sanitary Price List Committee be instructed to formulate some law or rule to standardize the methods of casting by making a distinction in prices when a piece is made in parts and stuck together.

The committee recommended the adoption of following substitute for Resolutions Nos. 1, 41, 47, 48, 51, 56, 89, 175:

Resolved, That the casting list and conditions be opened for readjustment with the understanding that we ask for a raise in jets, washdowns, pedestals and tanks over six (6) gallons capacity. Any closet casted in parts similar to pressing in parts we ask the pressing price.

Motion by R. A. McDevitt that the recommendation of the committee be concurred in.

Motion carried.

### Resolution No. 23

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, An apprentices kilnman is not of much help to the kilnmen for the first six months, and

Whereas, As said apprentice gets his regular time out of the kilns, and

Whereas, As the journeymen have to do all of his work in the kilns without any compensation; therefore be it

Resolved, That the apprentice kilnmen be paid journeymen's wages from the office, and that all over his present scale of wages be divided among the journeymen of the crew.

### Resolution No. 60

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Whereas, The present method of payment of apprentice sanitary kilnmen that is allowing them from the start an equal amount of time with the journeymen, is an injustice to the journeyman; therefore be it

Resolved, That at the expiration of the present agreement all apprentices starting at sanitary kilnwork be allowed only six days' pay for every full week's work done during the first three months, and thereafter the same amount of time as the journeymen.

### Resolution No. 62

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Resolved, That at the expiration of the present agreement

all apprentices starting at sanitary kilnwork shall be required to serve four years to complete their apprenticeship. This resolution not to apply to apprentices now serving their time.

### Resolution No. 76

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Whereas, The present ratio of apprentices in the kiln branch of the trade is too many with one apprentice to every two or three journeymen; therefor be it

Resolved, That at the expiration of the present agreement that only one apprentice be allowed to every eight journeymen; and be it further

Resolved, That no apprentice kilnman be started as long as a journeyman can be secured.

### Resolution No. 92

By Local Union No. 79 (Sanitary, Mixed) Columbus, Ohio.

Whereas, Some of the smaller shops have discharged kilnmen as soon as they have served their apprenticeship in order to make room for another apprentice on the crew, and as it is always difficult for a newly made journeyman to secure work in another shop; therefore be it

Resolved, That in all shops where there is less than five journeymen kilnmen working in one crew that when the apprentice kilnman has served his time there will be no apprentice allowed to start until the expiration of the next three consecutive years.

### Resolution No. 100

By Local Union No. 82 (Sanitary, Mixed) Chillicothe, O.

Whereas, It has been the custom of the local firm to start an apprentice kilnman every three years, and insists on starting one as soon as the apprentice at the bench becomes journeyman, and

Whereas, There has never been more than four men working here at one time; therefore be it

Resolved, That shops employing less than four kilnmen shall not be entitled to an apprentice kilnman.

The committee recommended the adoption of the following substitute for Resolutions Nos. 23, 60, 62, 76, 92 and 100.

Whereas, There is no law to govern the apprentice system in the kiln department of the sanitary trade; therefore be it

Resolved, That no apprentice be allowed to start in any crew with less than five (5) journeymen, and that no journeyman kilnman be discharged to make room for an apprentice.

Motion by R. A. McDevitt that we concur in the recommendation of the committee.

Motion carried.

Motion by Harry Hassall that the convention do now resolve itself into a committee of the whole to take up Resolution No. 114 which had been referred to a special committee for reconstruction.

Motion carried.

## REPORT OF THE COMMITTEE OF THE WHOLE

## Resolution No. 114

By Local Union No. 90 (Sanitary, Mixed) Clarksburg, W. Va.

Whereas, The sanitary workers in the West have no representation on the Executive Board, and as it has been shown from time to time that considerable delays are caused by using a lot of red tape or being represented by some one who is not thoroughly conversant with difficulties that arise in the sanitary trade; therefore be it

Resolved, That this 26th Annual Convention amend our laws to provide for the election of a sanitary workman on the Executive Board and that he shall be employed west of the Allegheny mountains in order to be eligible to office.

The committee recommended the rejection of Resolution No. 114.

Motion by Harry Hassall that we concur in the recommendation of the committee.

Motion carried.

## REPORT OF THE COMMITTEE ON FINANCE.

The Finance Committee recommended the payment of the following bills for mileage, etc.:

	Expenses & Mileage
President Edward Menge .....	\$ 48.07
First Vice President F. H. Hutchins.....	33.40
Second Vice President S. B. Burgess.....	118.15
Fourth Vice President S. M. Moore.....	90.00
Sixth Vice President Geo. M. Martin.....	90.00
Sixth Vice President T. M. Woods.....	119.70
Seventh Vice President John Shingler.....	118.17
Herald Manager Will T. Blake.....	41.22
Nat. Sec'y-Treasurer John T. Wood.....	48.77
Local Union	
No.	
4 George Chadwick .....	12.22
Dan Morgan .....	12.22
Homer Owen .....	12.22
5 Thomas Swife .....	35.00
E. L. Vaught .....	35.00
7 Thomas Moss .....	20.02
George Taylor .....	20.02
10 James D. Gibson .....	12.22
Thomas Ramsey .....	12.22
John P. Duffy .....	12.22
11 George Nelles .....	7.15
12 John Laughlin .....	12.22
F. W. Gratton .....	12.22
Louis DeBee .....	12.22
F. McCullough .....	12.22
16 David Turner .....	12.22
James Gething .....	12.22
17 John Morehead .....	12.22
18 Thomas B. Hancock .....	12.22



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20	Robert Anderson .....	12.16
	John Wilson .....	12.16
22	John Duffy .....	12.22
26	Pete Holzhammer .....	31.70
	Sidney Banner .....	31.70
28	Charles McCullough .....	10.00
29	Gilbert Simpson .....	12.22
31	Frank Neville .....	12.66
	August Sewickley .....	12.66
	Harry Gregory .....	12.66
35	Thomas Henry .....	3.40
	Michael Moran .....	3.40
	William Croot .....	3.40
	Daniel Green .....	3.40
36	Elvin Applegate .....	3.40
	John Rowley .....	3.40
37	Wm. E. Young .....	3.40
40	William Hill .....	3.40
	Robert Rowland .....	3.40
41	Thomas Ganon .....	3.40
44	Larry Maley .....	14.75
	John Myler .....	14.75
	Steve Leighton .....	14.75
45	Arthur Adams .....	3.40
	George Cartlidge .....	3.40
	Herbert Causwell .....	3.40
	Harry Hassall .....	3.40
	James Kennedy .....	3.40
	Robert Martin .....	3.40
	Harold Snow .....	3.40
	Walter Umstead .....	3.40
	Hugh Buchannan .....	3.40
	Reuben Seeley .....	3.40
	John Brennen .....	3.40
46	John D. Bowers .....	10.00
	Walter Leiner .....	10.00
49	William Bauman .....	3.40
50	Walter Nixon .....	2.00
51	Charles M. Flick .....	11.00
52	Samuel Schresongost .....	12.30
53	Kathryn Bradley .....	12.22
54	Charles Ewers .....	12.66
63	Frank Hollins .....	3.40
	William Briggs .....	3.40
70	Foster Mackall .....	14.20
71	E. O. Lloyd .....	13.20
72	Frank Medick .....	35.00
	John Newbeck .....	35.00
73	William E. Lang .....	10.00
74	Albert Pretty .....	16.60
	E. M. Gould .....	16.60
76	Norman E. Ward .....	20.50
77	Thomas Wallbanks .....	10.00
	Samuel Hilditch .....	10.00
	William Gonders .....	10.00
78	William Shenton .....	25.35
	George Smith .....	49.35
79	Herford Moore .....	19.54
81	Wm. G. Astbury .....	3.40

82	Edgar Jones .....	20.30
85	Fred Cook .....	1.75
89	Joe Miller .....	113.20
90	George Bell .....	9.90
93	Wesley H. Romine .....	3.65
96	Hugh Church .....	5.00
	E. G. W. Stand. Com., E. J. Whitehead....	62.40
	W. G. W. Stand. Com., George Smith.....	78.72
	San. Stand. Com., R. A. McDevitt.....	68.40
	East. Health Inspector, Wm. Mushet.....	19.90
	A. D. Lane, hall rent, janitor serv., ice, etc..	74.50
Total .....		\$2,098.38

Motion by Homer Owen that the recommendation of the committee be concurred in and entered in the convention proceedings.

Motion carried.

Delegate John Laughlin of Local Union No. 12, East Liverpool, Ohio, spoke of the conditions in the jiggering trade in East Liverpool and vicinity relative to the help question.

Motion by John Laughlin that this question be taken up by the Executive Board to meet the situation.

Amendment by President Menge that the kiln question also be taken up by the Board.

Amendment to the amendment by Michael Moran that in reference to the kiln question it apply only to the West.

Amendment to the amendment lost.

Amendment carried.

Motion as amended carried.

President Menge appointed the following committee on sizes and weights of closets in accordance with substitute for Resolutions Nos. 2 and 75: George M. Martin, R. A. McDevitt and S. M. Moore.

### Motion by John Morehead of Local Union No. 17

I move that it be the sense of this convention that all kilndrawers who endeavored to comply with the National President's order to return to their usual place of employment by June 8th, and who because of unforeseen circumstances were not able to return until Monday, June 12th, be exempt from the penalty imposed by the National President.

Motion by R. A. McDevitt that the motion by Delegate Morehead be given consideration.

Motion carried.

Motion by John Morehead, delegate of Local Union No. 17,

As a means of controlling members of Local Union No. 17 we would suggest the following method: All members of Local Union No. 17 to be issued a work card and no member of No. 17 shall work with any kilndrawer who is suspended, expelled or holds a withdrawal card, and no withdrawal card to be issued to any member except in exchange for working card or vice versa.

Motion by E. J. Whitehead that the proposition be referred to the Executive Board with full power to act.

Motion carried.

### Selection of Convention City.

As Atlantic City was the only place to be placed in nomination it was selected for holding the 1917 convention.

### Installation of Officers.

The newly elected officers were installed by retiring Second Vice President S. B. Burgess.

Delegate John Brennan of Local Union No. 45, was presented with a cane by his colleagues. The presentation speech was made by Delegate R. A. McDevitt.

On motion by Will T. Blake, Delegate Sydney Banner was called upon to render a vocal solo which was very well received by the delegates.

There being no further business to come before the convention, upon motion by George H. Carlidge the convention adjourned sine die.

JOHN T. WOOD,

National Secretary-Treasurer.

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# **Proceedings**

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## **Twenty-Seventh Annual Convention of the National Brotherhood of Operative Potters**

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**Held at  
Atlantic City, N. J.  
JULY 6th. to JULY 16th., 1917**

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# PROCEEDINGS



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TWENTY-SEVENTH ANNUAL  
CONVENTION  
OF THE  
NATIONAL BROTHERHOOD  
OF OPERATIVE  
POTTERS

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JULY 6TH TO 16TH, 1917



THE POTTERS HERALD PRINT

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# TWENTY-SEVENTH ANNUAL CONVENTION

*of the*

National Brotherhood of Operative Potters

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## REPORT OF PROCEEDINGS

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### MORNING SESSION

I. O. O. F. Hall, Atlantic City, N. J., July 6, 1917.

The Twenty-seventh Annual Convention of the National Brotherhood of Operative Potters was called to order at 10:30 a. m., by President Menge.

The first order of business was the reading of the report of the committee on credentials which had been previously appointed.

The report reads as follows:

We, your credential committee, have examined the credentials and find the following officers and delegates entitled to seats in this convention:

President—Edward Menge.

First Vice President—F. H. Hutchins.

Second Vice President—George Chadwick.

Third Vice President—Louis Driber.

Fourth Vice President—S. M. Moore.

Sixth Vice President—T. M. Woods.

Seventh Vice President—John Shingler.

Secretary-Treasurer—John T. Wood.

Herald Manager—Will T. Blake.

Local Union No. 4—M. J. O'Shea, Dan Morgan, Homer Owen.

Local Union No. 5—Thomas Swift, E. L. Vaught.

Local Union No. 7—John O'Malley, Lee Baldwin.

Local Union No. 9—N. S. Wood, William Cox, Wm. McPhail, James Dwyer, Charles Merriman, Lot Haney.

Local Union No. 10—Thomas Clapperton, Thomas Ramsey, John McGillivray.

Local Union No. 11—George Yeager.

Local Union No. 12—Frank W. Gratton, Louis DeBee, Frank McCullough, Charles Higgins.

Local Union No. 16—David Turner, L. E. Marsh.

Local Union No. 17—E. L. Veith.

Local Union No. 18—Pat. McKeone, John Dimmock.

Local Union No. 20—Henry Gouker, David Collins.

Local Union No. 22—George Goppert.

Local Union No. 24—Frank Smurthwaite, John Hand.

Local Union No. 26—Harvey Shaw, James Wilkins, Sidney Banner.

Local Union No. 28—George Clark.

Local Union No. 29—Walter J. McKeone.

Local Union No. 30—Joe Morris.

Local Union No. 31—Robert Daly, August Sewickley.

Local Union No. 33—Fred W. Thompson.

Local Union No. 35—Joseph Carien, Harry Bickford, Thos. O'Brian, Martin Gallagher.

Local Union No. 36—Clarence Kentworthy.

Local Union No. 37—George Tyrell.

Local Union No. 40—Alex Young, Thomas Coley.

Local Union No. 41—Joseph Campbell.

Local Union No. 44—R. C. Larkins, Steven Leighton, Elmer W. Born.

Local Union No. 45—F. Bentley, George H. Cartlidge, T. B. Dennis, Harry Hassall, J. V. Johnson, James Longmuir, R. McDevitt, Walter J. Umstead, E. Wilson, John Brennen.

Local Union No. 46—John E. Kline, John J. Scholl.

Local Union No. 49—George Bloor.

Local Union No. 50—Ernest Tittensor.

Local Union No. 51—Edward Tiedy, C. T. Wayt.

Local Union No. 52—R. G. King, James H. Dunmire.

Local Union No. 53—Dora Konig.

Local Union No. 54—James Winters, William Gilbert.

Local Union No. 57—C. A. Langan.

Local Union No. 59—Homer Alabaugh, Robert Jewell, Henry Stroble.

Local Union No. 63—Thomas G. Harney, William Briggs.

Local Union No. 66—Allen Hunt.

Local Union No. 70—Bert Robinson.

Local Union No. 71—Will Ashbaugh, E. O. Lloyd.

Local Union No. 72—Perry Bortz, C. J. Williams.

Local Union No. 73—George Platt.

Local Union No. 74—Josh Chadwick, Joseph S. Kerr.

Local Union No. 75—Thomas Stull.

Local Union No. 76—F. Warner, Bernard Quigley.

Local Union No. 77—John Reay.

Local Union No. 78—George Smith.

Local Union No. 79—Herford Moore.

Local Union No. 80—Edwin Firth.

Local Union No. 81—Wm. T. Astbury.

Local Union No. 85—Frank Gallimore.

Local Union No. 86—Harry Prescott, Jake Smurthwaite.

Local Union No. 90—Connie McCue.

Local Union No. 91—Thomas Hibbert.

Local Union No. 95—Frank Hull.

Local Union No. 96—Hugh Church.

Local Union No. 97—A. K. Fetty.

Local Union No. 98—Dan Gillespie.

Local Union No. 99—George Toland.

Eastern Generalware Committee—Robert Rowland.

Western Generalware Committee—George Smith.

Eastern Inspector—William Mushet.

Signed,

HOMER OWEN,

E. O. LLOYD,

WILLIAM T. ASTBURY,

Committee on Credentials.

Motion by Sidney Banner that the report of the committee be accepted and the delegates seated.

Motion carried.

Appointments were then made as follows:

Assistant Secretary—George Chadwick.

Inspectors—Daniel Morgan, Local Union No. 4, and James Dwyer, Local Union No. 9.

Guards—Frank Smurthwaite, Local Union No. 24, morning sessions, and Harry Prescott, Local Union No. 86, afternoon sessions.

Committees were then announced as follows:

Committee on Rules—

L. U. No.

John Shingler, Chairman.....	4
James Dwyer .....	9
Thomas Ramsey .....	10
James Morris .....	30
Robert Daly .....	31
John Brennen .....	45
Edward Tiedy .....	51
Dora Konig .....	53
A. K. Fetty .....	97

Committee on Appeals and Grievances—

Louis Driber, Chairman.....	35
John O'Malley .....	7
Fred W. Thompson .....	33
Joseph Carien .....	35
Thomas Coley .....	40
R. J. Larkins .....	44
J. V. Johnston .....	45
Harry Prescott .....	86
Dan Gillespie .....	98

Committee on Finance—

Homer Owen, Chairman.....	4
William H. Cox.....	9
Thomas O'Brian .....	35
E. Wilson .....	45
Allen Hunt .....	66
E. O. Lloyd.....	71
C. J. Williams .....	72
W. T. Astbury .....	81

Committee on General Ware Price List—

T. M. Woods, Chairman.....	44
M. J. O'Shea .....	4
Charles Merriman .....	9
George Smith .....	9



John McGillivray .....	10
Frank McCullough .....	12
David Turner .....	16
P. J. McKeone .....	18
George Goppert .....	22
Harry Bickford .....	35
Clarence Kenworthy .....	36
Joseph Campbell .....	41
Steven Leighton .....	44
George Bloor .....	49
Dora Konig .....	53
C. A. Langan .....	57
Homer Albaugh .....	59
Thomas G. Harney .....	63
Jacob Smurthwaite .....	86
Thomas Hibbert .....	91
Frank Hull .....	95
Robert Rowland .....	40

## Committee on Health—

George Cartlidge, Chairman.....	45
Daniel Morgan .....	4
N. S. Wood .....	9
David Collins .....	20
Walter J. McKeone.....	29
Martin Gallagher .....	35
George Tyrell .....	37
William Musket .....	45
W. Umstead .....	45
John J. Scholl.....	46
R. G. King .....	52
Jos. S. Kerr.....	74
Edwin Firth .....	80

## Committee on Law—

George Chadwick, Chairman.....	4
William McPhail .....	9
Thomas Ramsey .....	10
Frank Gratton .....	12
Henry Gouker .....	20
August Sewickley .....	31
Alex Young .....	40
Thomas B. Dennis.....	45
Robert Jewell .....	59
Thomas Stull .....	75
F. Warner .....	76
Frank Gallimore .....	85
George Toland .....	99

## Committee on Officers' Reports—

George Smith, Chairman.....	78
Thomas Clapperton .....	10
Louis DeBee .....	12
John Dimmock .....	18
Frank Smurthwaite .....	24
Harvey Shaw .....	26

Harry Hassall .....	45
James Dunmire .....	52
James Winters .....	54
Bert Robinson .....	70
Josh Chadwick .....	74
Bernard Quigley .....	76

## Committee on Resolutions—

Will T. Blake, Chairman.....	10
E. L. Vaught .....	5
Lot Haney .....	9
George Yeager .....	11
E. L. Marsh .....	16
John Hand .....	24
Connie McCue .....	90
Hugh Church .....	96

## Committee on State of Order—

John Shingler, Chairman.....	4
Thomas Swift .....	5
Leo Baldwin .....	7
Charles Higgins .....	12
Sidney Banner .....	26
George Clark .....	28
Robert Daly .....	31
Elmer Born .....	44
James Longmuir .....	45
Fred Bentley .....	45
C. T. Wayt .....	51
William Gilbert .....	54
Henry Stroble .....	59
W. T. Ashbaugh .....	71

## Committee on Sanitary Price List—

S. M. Moore, Chairman.....	45
James Wilkins .....	26
R. McDevitt .....	45
John E. Kline .....	46
Ernest Tittensor .....	50
William Briggs .....	63
Perry Bortz .....	72
George Platt .....	73
John Reay .....	77
Herford Moore .....	79
Frank Gallimore .....	85

## Press Committee—

Will T. Blake .....	10
Frank H. Hutchins.....	45

The resolutions in the printed program were referred to the different committees, without reading, as follows:

Resolution No. 1, by Local Union No. 4, was referred to the Committee on General Ware Price List.

Resolution No. 2, by Local Union No. 4, was referred to the Committee on General Ware Price List.

Resolution No. 3, by Local Union No. 4, was referred to the Committee on General Ware Price List.

Resolution No. 4, by Local Union No. 4, was referred to the Committee on General Ware Price List.

Resolution No. 5, by Local Union No. 4, was referred to the Committee on General Ware Price List.

Resolution No. 6, by Local Union No. 4, was referred to the Committee on Law.

Resolution No. 7, by Local Union No. 4, was referred to the Committee on State of Order.

Resolution No. 8, by Local Union No. 6, was referred to the Committee on Law.

Resolution No. 9, by Local Union No. 6, was referred to the Committee on State of Order.

Resolution No. 10, by Local Union No. 6, was referred to the Committee on General Ware Price List.

Resolution No. 11, by Local Union No. 6, was referred to the Committee on General Ware Price List.

Resolution No. 12, by Local Union No. 6, was referred to the Committee on General Ware Price List and Committee on Health.

Resolution No. 13, by Local Union No. 6, was referred to the Committee on Finance.

Resolution No. 14, by Local Union No. 6, was referred to the Committee on State of Order.

Resolution No. 15, by Local Union No. 7, was referred to the Committee on General Ware Price List.

Resolution No. 16, by Local Union No. 7, was referred to the Committee on Sanitary Price List.

Resolution No. 17, by Local Union No. 7, was referred to the Committee on Law.

Resolution No. 18, by Local Union No. 7, was referred to the Committee on Law.

Resolution No. 19, by Local Union No. 7, was referred to the Committee on Sanitary Price List.

Resolution No. 20, by Local Union No. 9, was referred to the Committee on General Ware Price List.

Resolution No. 21, by Local Union No. 10, was referred to the Committee on General Ware Price List.

Resolution No. 22, by Local Union No. 10, was referred to the Committee on General Ware Price List.

Resolution No. 23, by Local Union No. 10, was referred to the Committee on General Ware Price List.

Resolution No. 24, by Local Union No. 10, was referred to the Committee on General Ware Price List.

Resolution No. 25, by Local Union No. 10, was referred to the Committee on General Ware Price List.

Resolution No. 26, by Local Union No. 10, was referred to the Committee on General Ware Price List.

Resolution No. 27, by Local Union No. 10, was referred to the Committee on General Ware Price List.

Resolution No. 28, by Local Union No. 12, was referred to the Committee on General Ware Price List.

Resolution No. 29, by Local Union No. 12, was referred to the Committee on General Ware Price List.

Resolution No. 30, by Local Union No. 12, was referred to the Committee on Law.

Resolution No. 31, by Local Union No. 12, was referred to the Committee on Law.

Resolution No. 32, by Local Union No. 12, was referred to the Committee on Law.

Resolution No. 33, by Local Union No. 16, was referred to the Committee on General Ware Price List.

Resolution No. 34, by Local Union No. 16, was referred to the Committee on General Ware Price List.

Resolution No. 35, by Local Union No. 16, was referred to the Committee on Appeals and Grievances.

Resolution No. 36, by Local Union No. 17, was referred to the Committee on General Ware Price List.

Resolution No. 37, by Local Union No. 18, was referred to the Committee on General Ware Price List.

Resolution No. 38, by Local Union No. 20, was referred to the Committee on General Ware Price List.

Resolution No. 39, by Local Union No. 22, was referred to the Committee on General Ware Price List.

Resolution No. 40, by Local Union No. 22, was referred to the Committee on Law.

Resolution No. 41, by Local Union No. 22, was referred to the Committee on Law.

Resolution No. 42, by Local Union No. 25, was referred to the Committee on General Ware Price List.

Resolution No. 43, by Local Union No. 25, was referred to the Committee on General Ware Price List.

Resolution No. 44, by Local Union No. 25, was referred to the Committee on General Ware Price List.

Resolution No. 45, by Local Union No. 26, was referred to the Committee on Law.

Resolution No. 46, by Local Union No. 26, was referred to the Committee on Law.

Resolution No. 47, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 48, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 49, by Local Union No. 26, was referred to the Committee on State of Order.

Resolution No. 50, by Local Union No. 26, was referred to the Committee on State of Order.

Resolution No. 51, by Local Union No. 26, was referred to the Committee on Law.

Resolution No. 52, by Local Union No. 26, was referred to the Committee on Finance.

Resolution No. 53, by Local Union No. 26, was referred to the Committee on Finance.

Resolution No. 54, by Local Union No. 26, was referred to the Committee on Law.

Resolution No. 55, by Local Union No. 29, was referred to the Committee on General Ware Price List.

Resolution No. 56, by Local Union No. 29, was referred to the Committee on General Ware Price List.

Resolution No. 57, by Local Union No. 31, was referred to the Committee on General Ware Price List.

Resolution No. 58, by Local Union No. 31, was referred to the Committee on General Ware Price List.

Resolution No. 59, by Local Union No. 31, was referred to the Committee on General Ware Price List.

Resolution No. 60, by Local Union No. 31, was referred to the Committee on General Ware Price List.

Resolution No. 61, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 62, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 63, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 64, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 65, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 66, by Local Union No. 35, was referred to the Committee on Law.

Resolution No. 67, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 68, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 69, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 70, by Local Union No. 36, was referred to the Committee on Law.



Resolution No. 71, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 72, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 73, by Local Union No. 36, was referred to the Committee on Law.

Resolution No. 74, by Local Union No. 36, was referred to the Committee on Health.

Resolution No. 75, by Local Union No. 37, was referred to the Committee on State of Order.

Resolution No. 76, by Local Union No. 37, was referred to the Committee on General Ware Price List.

Resolution No. 77, by Local Union No. 37, was referred to the Committee on Health.

Resolution No. 78, by Local Union No. 37, was referred to the Committee on General Ware Price List.

Resolution No. 79, by Local Union No. 37, was referred to the Committee on General Ware Price List.

Resolution No. 80, by Local Union No. 37, was referred to the Committee on General Ware Price List.

Resolution No. 81, by Local Union No. 37, was referred to the Committee on General Ware price List.

Resolution No. 82, by Local Union No. 37, was referred to the Committee on General Ware price List.

Resolution No. 83, by Local Union No. 37, was referred to the Committee on General Ware price List.

Resolution No. 84, by Local Uion No. 37, was referred to the Committee on General Ware price List.

Resolution No. 85, by Local Union No. 37, was referred to the Committee on General Ware price List.

Resolution No. 86, by Local Union No. 40, was referred to the Committee on General Ware Price List.

Resolution No. 87, by Local Union No. 40, was referred to the Committee on General Ware price List.

Resolution No. 88, by Local Union No. 40, was referred to the Committee on General Ware Price List and Committee on Health.

Resolution No. 89, by Local Union No. 40, was referred to the Committee on General Ware price List.

Resolution No. 90, by Local Union No. 41, was referred to the Committee on General Ware price List.

Resolution No. 91, by Local Union No. 41, was referred to the Committee on General Ware price List.

Resolution No. 92, by Local Union No. 41, was referred to the Committee on General Ware price List.

Resolution No. 93, by Local Union No. 41, was referred to the Committee on General Ware Price List.

Resolution No. 94, by Local Union No. 41, was referred to the Committee on Sanitary Price List.

Resolution No. 95, by Local Union No. 45, was referred to the Committee on Law.

Resolution No. 96, by Local Union No. 45, was referred to the Committee on Law.

Resolution No. 97, by Local Union No. 45, was referred to the Committee on State of Order.

Resolution No. 98, by Local Union No. 45, was referred to the Committee on State of Order.

Resolution No. 99, by Local Union No. 45, was referred to the Committee on Health.

Resolution No. 100, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 101, by Local Union No. 50, was referred to the Committee on Law.

Resolution No. 102, by Local Union No. 50, was referred to the Committee on Law.

Resolution No. 103, by Local Union No. 52, was referred to the Committee on General Ware Price List.

Resolution No. 104, by Local Union No. 52, was referred to the Committee on General Ware Price List.

Resolution No. 105, by Local Union No. 53, was referred to the Committee on General Ware Price List.

Resolution No. 106, by Local Union No. 54, was referred to the Committee on State of Order.

Resolution No. 107, by Local Union No. 54, was referred to the Committee on General Ware Price List.

Resolution No. 108, by Local Union No. 57, was referred to the Committee on Law.

Resolution No. 109, by Local Union No. 57, was referred to the Committee on Law.

Resolution No. 110, by Local Union No. 57, was referred to the Committee on General Ware Price List.

Resolution No. 111, by Local Unions Nos. 44 and 59, was referred to the Committee on General Ware Price List.

Resolution No. 112, by Local Unions Nos. 44 and 59, was referred to the Committee on General Ware Price List.

Resolution No. 113, by Local Unions Nos. 44 and 59, was referred to the Committee on General Ware Price List.

Resolution No. 114, by Local Union No. 66, was referred to the Committee on Health.

Resolution No. 115, by Local Union No. 66, was referred to the Committee on General Ware Price List.

Resolution No. 116, by Local Union No. 66, was referred to the Committee on General Ware Price List.

Resolution No. 117, by Local Union No. 74, was referred to the Committee on General Ware Price List.

Resolution No. 118, by Local Union No. 74, was referred to the Committee on General Ware Price List.

Resolution No. 119, by Local Union No. 74, was referred to the Committee on Health.

Resolution No. 120, by Local Union No. 74, was referred to the Committee on General Ware Price List.

• Resolution No. 121, by Local Union No. 74, was referred to the Committee on State of Order.

Resolution No. 122, by Local Union No. 74, was referred to the Committee on General Ware Price List.

Resolution No. 123, by Local Union No. 74, was referred to the Committee on General Ware Price List.

Resolution No. 124, by Local Union No. 75, was referred to the Committee on General Ware Price List.

Resolution No. 125, by Local Union No. 75, was referred to the Committee on Health.

Resolution No. 126, by Local Union No. 75, was referred to the Committee on General Ware Price List.

Resolution No. 127, by Local Union No. 75, was referred to the Committee on General Ware Price List.

Resolution No. 128, by Local Union No. 76, was referred to the Committee on State of Order.

Resolution No. 129, by Local Union No. 76, was referred to the Committee on General Ware Price List.

Resolution No. 130, by Local Union No. 76, was referred to the Committee on General Ware Price List.

Resolution No. 131, by Local Union No. 76, was referred to the Committee on General Ware Price List.

Resolution No. 132, by Local Union No. 76, was referred to the Committee on General Ware Price List.

Resolution No. 133, by Local Union No. 76, was referred to the Committee on General Ware Price List.

Resolution No. 134, by Local Union No. 76, was referred to the Committee on General Ware Price List.

Resolution No. 135, by Local Union No. 80, was referred to the Committee on Finance.

Resolution No. 136, by Local Union No. 80, was referred to the Committee on General Ware Price List.

Resolution No. 137, by Local Union No. 81, was referred to the Committee on Law.

Resolution No. 138, by Local Union No. 81, was referred to the Committee on General Ware Price List.

Resolution No. 139, by Local Union No. 82, was referred to the Committee on State of Order.

Resolution No. 140, by Local Union No. 82, was referred to the Committee on State of Order.

Resolution No. 141, by Local Union No. 82, was referred to the Committee on State of Order.

Resolution No. 142, by Local Union No. 86, was referred to the Committee on General Ware Price List.

Resolution No. 143, by Local Union No 89, was referred to the Committee on Law.

Resolution No. 144, by Local Union No. 95, was referred to the Committee on General Ware Price List.

Resolution No. 145, by Local Union No. 95, was referred to the Committee on General Ware Price List.

Resolution No. 146, by Local Union No. 95, was referred to the Committee on General Ware Price List.

Resolution No. 147, by Local Union No. 95, was referred to the Committee on General Ware Price List.

Resolution No. 148, by Local Union No. 97, was referred to the Committee on General Ware Price List.

Resolution No. 149, by Local Union No. 97, was referred to the Committee on General Ware Price List.

Resolution No. 150, by Local Union No. 97, was referred to the Committee on Health.

Resolution No. 151, by Local Union No. 97, was referred to the Committee on General Ware Price List.

Resolution No. 152, by Local Union No. 97, was referred to the Committee on Health.

Resolution No. 153, by Local Union No. 97, was referred to the Committee on Health.

Resolution No. 154, by Local Union No. 99, was referred to the Committee on General Ware Price List.

Resolution No. 155, by Local Union No. 99, was referred to the Committee on State of Order.

Resolution No. 156, by Local Union No. 99, was referred to the Committee on General Ware Price List.

Resolution No. 157, by Local Union No. 100, was referred to the Committee on State of Order.

Resolution No. 158, by Local Union No. 100, was referred to the Committees on Sanitary and General Ware Price Lists.

Resolution No. 159, by Local Union No. 100, was referred to the Committees on Sanitary and General Ware Price Lists.

Resolution No. 160, by Local Union No. 100, was referred to the Committees on Sanitary and General Ware Price Lists.

Resolution No. 161, by Local Union No. 100, was referred to the Committee on Law.

Resolution No. 162, by Local Union No. 100, was referred to the Committee on Health.

Resolution No. 163, by Local Union No. 100, was referred to the Committee on Finance.

Resolution No. 164, by Local Union No. 11, was referred to the Committee on General Ware Price List.

Resolution No. 165, by Local Union No. 11, was referred to the Committee on General Ware Price List.

Badges and Financial Reports of the National Officers were then passed out to the delegates.

### AUDITORS' REPORT.

East Liverpool, Ohio, June 16, 1917.

To the Officers and Delegates of the twenty-seventh Annual convention. Greeting:

We, the board of auditors, appointed by the National President to audit the accounts of the President, First Vice President, Secretary-Treasurer, Board of Trustees, manager of the Potters Herald and Eastern Trustees, hereby certify that we have attended to that duty and find the different accounts in excellent condition, finding only an error in the April report of the defense fund expenses (page 128 printed report) showing Henry Longevin to have received \$10.00, it should have been \$15.00. Also the name of Noel Lescorbeau was omitted from the record, he received \$10.00. This will make a net difference of \$15.00 leaving a balance of \$1,985.00 for the year instead of \$2,000.00 as shown on page 130.

However, in the printed report we found several typographical errors and omissions occurring as follows:

1. On page 34 an omission of the name of W. B. Varey, December 11th, for \$4.00 occurs.

2. On page 90, account of Equitable Grog Pressers, 4th item, reads \$12.25, it should be \$13.23. The total also should be \$201.34 instead of \$201.36.

3. On page 4, first item, in L. U. No. 44's account, reads \$49.96, it should be \$46.96.

4. On page 41, L. U. No. 17's account should read \$189.66 instead of \$189.60.

5. On page 76 last item of L. U. No. 90 reads \$43.60, it should be \$43.61. The total should be \$468.08 instead of \$468.07.

6. On page 58 the first total for September reads \$560.24, it should be \$506.24.

7. On page 108, August 18th, the name of John Whitton is omitted but the printed total is correct.

8. On page 134, the total for August is \$1,503.98, it should be \$1,530.98.

We feel that the national officers and manager of the Potters Herald are to be commended for the honest and efficient manner in which they have managed the business affairs of the organization.

Respectfully submitted,

HOMER OWEN,

E. L. VEITH,

S. S. McCAMON,

Board of Auditors.



On motion by T. B. Dennis the report of the Auditing Committee was received and made a part of the proceedings of the convention.

Report of the committee on the bonding of officers appointed by the president at the 1916 convention. The report of the committee was read and referred to the Committee on Law.

Announcements were then made by the chairmen of the different committee, after which the convention adjourned.

## Friday, July Sixth

### AFTERNOON SESSION

The convention was called to order by President Menge at 2:30 p. m.

The reading of the minutes of the morning session was dispensed with.

#### REPORT OF COMMITTEE ON RULES.

The Committee on Rules beg leave to recommend the following rules and recommendations to govern the 1917 convention:

Rule 1. That two sessions be held daily, the first session to be from 9:30 a. m. to 12 m., the second to be from 2:30 p. m. to 5 p. m., except Saturdays when there will be one session, from 9:30 a. m. to 12 m.

Rule 2. That smoking shall be permitted during the sessions of the convention.

Rule 3. That no resolution shall be accepted for consideration after the close of Wednesday morning's session, except by a two-thirds vote of the convention.

Rule 4. Each delegate present shall vote individually on all questions.

Rule 5. Any delegate retiring before 10:30 a. m. or 3:30 p. m., without a reasonable excuse, shall be marked absent.

Rule 6. Each delegate shall have a representative badge to wear in sight. Such badges shall be furnished by the National Brotherhood of Operative Potters free of cost to the delegate and shall remain the property of the National Brotherhood of Operative Potters until the convention adjourns, and any delegate attending a session without their badge, unless a reasonable excuse is offered, shall be fined one dollar.

Rule 7. That the visiting members be admitted to the rear of the hall but must not mingle with the delegates while the convention is in session.

Rule 8. That no information of the proceedings of the convention be furnished the press except by the Press Committee, and that the president instruct the delegates of the importance of this rule at the close of each session.

Rule 9. That no delegate be allowed to speak more than ten minutes on any one question unless by permission of the convention.

Rule 10. It is the opinion of the committee that the president see that Section 15 of the Rules and Regulations is enforced during this convention.

Motion by John Shingler that the report of the committee be concurred in.

Motion carried.

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**READING OF OFFICERS' REPORTS.**

Motion by William Cox that the reading of the Officers' Reports be dispensed with.

Motion lost.

The annual reports of the National President and First Vice President were read and referred to the Committee on Officers' reports.

**REPORT OF THE DELEGATES TO THE AMERICAN FEDERATION OF LABOR CONVENTION.**

The thirty-sixth annual convention of the American Federation of Labor was held in Baltimore, Md., commencing Monday morning, Nov. 13th, and ending Saturday evening, Nov. 25th, 1916.

The opening session was called to order at 10 o'clock by Mr. John H. Ferguson, president of the Maryland State and District of Columbia Federation of Labor, and of the Baltimore Federation of Labor.

Mr. Ferguson introduced Mr. Robert E. Lee, secretary to Mayor Preston of Baltimore, as temporary chairman for the opening session.

The invocation was pronounced by His Eminence James Cardinal Gibbons, of the Roman Catholic church.

The opening prayer was offered by Bishop John Gardner Murray of the Protestant Episcopal church.

The speakers at the opening session were: Mr. Robert E. Lee, secretary to Mayor Preston; Hon. Emerson C. Harrington, governor of Maryland; Mr. A. S. Goldsborough, representing Mayor Preston, who was out of the city; Hon. W. B. Wilson, secretary of the Department of Labor; Mr. John H. Ferguson and Samuel Gompers, president of the American Federation of Labor. During the opening ceremonies Miss Helen Peet entertained the delegates by singing "Baltimore" and several other selections.

There were 389 delegates in attendance, representing 98 national and international unions, 26 state branches, 63 central bodies, 38 local trade and federal labor unions. There were also seven fraternal delegates present representing the following organizations: British Trades Union Congress, Canadian Trades and Labor Congress, National Women's Trade Union League, Women's International Union Label League, Federal Council of the Churches of Christ and the Farmers' National Congress.

First Vice President James Duncan read a resume of the report of the executive council. The complete report contained 161 pages of printed matter, dealing with 93 separate and distinct subjects, showing the work done by the council during the year, and introducing many matters of importance for the consideration of the convention.

In addition to the executive council's report there were 171 resolutions introduced and disposed of during the sessions of the convention.

Secretary Morrison's report showed that two appeals had been issued asking all members of organized labor to give the wages of one hour of their labor for the assistance of the Hatters of Danbury, Connecticut. The first appeal was issued on

January 27, 1916, and the second on May 9, 1916. In response to these two appeals there has been received up to and including September 30, 1916, \$157,735.43. With interest collected on the money deposited, there is available for the assistance of the victimized Hatters \$158,636.89.

The receipts of the Federation for the past year were \$334,275.41. The expense for the same period amounted to \$315,047.32. The report showed a cash balance on hand September 30, 1916, of \$134,360.48. The total membership of the Federation for the year ending September 30, 1916, was 2,072,702.

During the sessions of the convention interesting addresses were made by the following speakers:

Mr. H. Gosling, president of the British Trade Union Congress, of the Transport Workers Federation, and fraternal delegate to the A. F. of L. convention.

Mr. W. Whitefield, member of the British Trade Union movement, and fraternal delegate to the A. F. of L. convention.

Mr. Thomas A. Stephenson, member of the International Typographical Union of Toronto, Canada, and fraternal delegate to the convention from the Trades and Labor Congress of Canada.

Mr. Frank Hughes, director of public safety of Jersey City.

Mr. J. H. Kimble, the national legislative representative of the Farmers National Congress.

Mr. L. B. Strayer, representative of the Farmers National Congress.

Miss Mary Anderson, fraternal delegate, representing the Women's National Trade Union League.

Mr. B. Suzuki, representing the Laborers' Friendly Society of Japan.

Miss Anna Fitzgerald, fraternal delegate, representing the Women's International Union Label League.

Dr. Shailer Mathews, fraternal delegate of the Federal Council of the Churches of Christ in America.

Mr. Warren S. Stone, grand chief of the Brotherhood of Locomotive Engineers.

Mr. L. E. Sheppard, acting president of the Order of Railway Conductors.

Mr. W. S. Carter, president of the Brotherhood of Railway Firemen and Enginemen.

Mr. W. G. Lee, president of the Brotherhood of Railway Trainmen, and Mr. Carlos Loveria, chief of the Department of Labor of the state of Yucatan, Mexico.

In discussing the labor movement in Mexico, especially in Yucatan, Mr. Loveria expressed the appreciation felt by the people there for the efforts that had been put forth by the American Federation of Labor to be helpful in establishing the movement in that country and bringing about a better understanding between the two nations. He gave many interesting details about the work that had been accomplished and what the workers hoped to do when peace should once more be established in Mexico.

We quote here briefly from the executive council's report how war between the United States and Mexico was averted:

"When war seemed most imminent, on May 23, 1916, President Gompers sent an invitation to the labor organizations of Mexico, asking them to send representatives of the labor movement of the United States so that they might consider the con-

ditions that seemed likely to bring about war, and carry back to the masses of the people of both countries whom they represented information that would convey to them the real sentiment of the people of both nations and enable them to know the elements and conditions attempting to drive both countries to war.

It was arranged that the Mexican workers should send representatives to Washington to hold a joint conference with the executive council of the American Federation of Labor, which was to hold its regular meeting in Washington, June 26.

While this conference was being held, relations between the United States and Mexico became acute. Our government had issued an ultimatum demanding the immediate release of American soldiers. As no response had been received from General Carranza, first chief of the Mexican government, responsible governmental officials had become extremely anxious. It was at this time that a request was made to President Gompers that he make a personal appeal to General Carranza to release the United States soldiers. Mr. Gompers sent General Carranza the following telegram:

Washington, D. C., June 28, 1916.

General Carranza, First Chief, Constitutional Government, Mexico City, Mexico.

In the name of common justice and humanity, in the interest of a better understanding between the peoples and the governments of the United States and Mexico, for the purpose of giving the opportunity to maintain peace and avoid the horrors of war, upon the grounds of highest patriotism and love, I appeal to you to release the American soldiers held by your officers in Chihuahua.

SAMUEL GOMPERS.

President American Federation of Labor.

That same evening "extra" papers announced General Carranza had issued an order releasing the American soldiers.

On the next day the following telegram from General Carranza was received:

Mexico, June 29, 1916.

Samuel Gompers, President American Federation of Labor, Washington.

In replying to your message dated yesterday, I would state that the government in my charge has ordered the liberty of the American soldiers whom the Mexican forces took as prisoners in Carrizal. Salute very affectionately,

V. CARRANZA.

On authority of the executive council, President Gompers sent the following telegram:

Washington, D. C., June 30, 1916.

General Carranza, First Chief, Constitutional Government, Mexico City, Mexico.

Your telegram of June 29 received and laid before the executive council of the American Federation of Labor in session at Washington, and we express to you our appreciation of your order releasing the American soldiers and thus helping to clear the way for a mutually honorable settlement of any differences existing between the governments of the United States and of Mexico.

SAMUEL GOMPERS,

President, American Federation of Labor.

Although the danger of immediate war had passed, there yet remained many conditions that were likely to keep relations



between the two countries in an unsettled state and might at any time again bring about danger of war or precipitate war. Those who participated in the conference of the workers of the United States and Mexico fully appreciated that unless definite constructive suggestions were made and adopted, the existing friendly and advantageous relations would not be assured permanence.

This conference of workingmen was helpful in bringing about a better understanding in the United States of the real meaning and purpose of the Mexican revolution and an appreciation of what the people of Mexico were trying to accomplish in overthrowing old institutions. This understanding made more general the feeling that the people of Mexico knew what they wanted, understood their peculiar problems and had a right to work out their own salvation in accord with their ideals. The conference in itself was an illustration of how easily war may be averted when an element of reasonableness is introduced into a critical situation and the people of both countries insist upon knowing what are the true causes behind the demand for war.

The following is quoted from the executive council's report on "Labor's Right to Representation:"

Many situations and problems have developed in both the economic and political organization of society that have resulted in the frequent use of commissions to aid and facilitate governmental agencies provided under our constitution. These commissions, either temporary or permanent, have been authorized to deal with both national and international matters, such as the Pan-American Commission; the Commission on Industrial Relations; the Tariff Commission; Interstate Commerce Commission; Advisory Board of Military Defense, etc. All of these commissions have to deal with great issues that have a human side. The human as well as the material ought to be represented in the commission.

Plans and policies for defense and preparedness of our Republic must be safeguarded to prevent militarism from becoming the dominating characteristic. This evil can be prevented only through establishing and maintaining democracy of organization, administration and control. The workers—the masses of the people—are the most insistent advocates of democracy. Their participation in the formulation of plans for defense and defenses is an assurance that democratic ideals will prevail—that the interests of the people will be of primary consideration. The wage-earners must have representation in the council's deliberations and in the initiation of plans and policies in addition to having a voice in deciding upon the adoption of plans and policies. No national plan or policy can be really effective if it does not have the advice, consent and the cooperation of the wage-earners who constitute the masses of our citizenship.

There are many other problems that must be acted upon in the near future, such as workmen's compensation, industrial education and vocational training, rural credits, organization of markets, the laying on and distribution of taxes—in the determination of these and all similar problems labor demands and has the right to real representation and participation. The workers have a right to that representation and participation

because they are human beings with lives, hearts and imaginations affected by the determinations of these questions.

The basis for representation and participation in the affairs of organized society is man, not property. The purpose of social organization is the furtherance of human rights, interests, justice and liberty—it seeks to achieve a beautiful ideal—fullness of life and opportunity for all. The workers, the masses of the people therefore have a right to participate and will insist upon this participation in the determination and control of all that concerns their lives and the lives of the generations yet to come.

In dealing with this report the convention instructed the executive council to prepare a special circular letter for state federations and central labor councils calling attention to the urgent need for more proportionate labor representation in city councils, state legislatures and in congress, and also on every city, state and federal commission that deals with public policies or matters of general concern, also on city school boards, state boards of education, and on governing boards of state-owned universities.

On the question of social insurance the convention recommended that the subject in all its phases be given greater consideration and extension by the unions and preferentially by the national and international unions, as well as by the local unions, and in any event, insofar as social insurance by the state and national government is concerned, if established at all, shall be voluntary and not compulsory.

The executive council's report on the federal child labor law, which was agreed to in the house of representatives on August 18, 1916, and in the senate on August 25, and signed by the President on September 1, and will become effective on September 1, 1917, contained the following interesting information:

The passage of this child labor law will prohibit the transportation of articles made by children under fourteen years of age along the highways of interstate or foreign commerce. Children between the ages of fourteen and sixteen who are employed on work or on articles that are intended for interstate or foreign commerce will not be permitted or required to work over eight hours in any one day, nor more than six days in any one week, nor after the hour of seven o'clock at night nor before the hour of six o'clock in the morning. The phrase "interstate and foreign commerce" will no doubt be construed in this act to include shipments by railroads or by water. This in itself is a much broader and a more sweeping provision than is ordinarily contained in acts covering interstate commerce.

The secretary of the United States Department of Labor is authorized to enforce this act under rules and regulations made and published from time to time by a board consisting of the Attorney General, the Secretary of Commerce and the Secretary of Labor. It will be the duty of each district attorney to whom the Secretary of Labor shall report any violation of the act or to whom any state factory or mining or quarry inspector, commissioner of labor, state medical inspector or school attendance officers OR ANY OTHER PERSON shall present satisfactory evidence of any such violation to cause appropriate proceedings to be commenced and prosecuted in the proper courts of the United States without delay. Violations of the law can

be enforced by the following penalties: Maximum fine \$200 for first offense; a maximum fine of \$1,000 for each subsequent offense and a minimum fine of \$100 or by imprisonment for not more than three months or by such fine and imprisonment in the discretion of the court.

Evilly disposed persons and professional fault-finders have already attacked this child labor law, its sponsors, the party in power responsible for it and the administration officials with the broad statement that it is a "gold brick." They deliberately attack the law and either ignorantly or designedly fail to distinguish between producing plants, shops or factories and warehouses or store houses which, of course, frequently are and always may be located under the same roof as the producing plant and still be absolutely distince under the meaning of the provision, prohibiting from interstate commerce any product removed from a plant in which child labor has been employed within thirty days previous. When this complaint or criticism was brought to the attention of the Honorable William B. Wilson, he declared "that any removal of a commodity from the point where it was produced by child labor, even though it was stored a foot away for thirty days, or any other period, would make it forever unacceptable in interstate commerce."

Under the caption "Convict Labor Laws" the executive council reported in part as follows:

We have made a survey of the prison laws of the country and we find that during our agitation of the last several years, we have succeeded in having the contract system abolished in the following 15 states: California, Illinois, Iowa, Massachusetts, Minnesota, Montana, New York, North Dakota, Ohio, Pennsylvania, Utah, Virginia, Washington, Wyoming and in Missouri restricted to 50 per cent of the convicts. We commend the activity of our friends and associates against the contract system in the states named and we trust that organized labor in other states will be as vigorously active in their efforts to abolish this michievous competitive scheme for the employment of convicts.

Our survey also showed that the state use and the public work systems of convict labor are being extended in several states and we hope that these two most desirable systems of employment of convicts may become more general in all the states.

We find, however, that state prison and penitentiary officials are becoming overzealous in behalf of the public account system, in which there is no intervention of outside parties as prevails under the contract system, but the employment of the convicts in all respects is directed by the state and the production of a convict's labor sold for the benefit of the state. If these products were confined and sold within the state there would be less room for complaint, but unfortunately the afore-said zealous industrial speculators who pose as prison reformers are more eager to obtain a market outside of the state than in the state. The states having the public ccount system in whole or in part are California, Illinois, Indiana, Kansas, Louisiana, Maine, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Nevada, New Jersey, New Mexico, Ohio, Pennsylvania, Texas, Utah, Vermont, Washington and Wisconsin. There is no question but that the agitation which we have conducted during the last several years for the institution of valuable prison reforms has brought splendid results. The most lasting

and most effective way, however, would be to take the profit system out of a convict's labor, and stop prison officials as well as prison contractors from obtaining the profits from a convict's labor either for state or private use and to apply such profits to the dependent members of a convict's family, or in cases where there are no dependent families, for the benefit of the convict himself when released.

The convention urged immediate action by officers and delegates of state federations and city central bodies to exert themselves against the public account system, as well as the contract system of employment of convicts.

A resolution calling for an increase in the per capita tax of national and international unions from three-quarters to one cent per member per month for the purpose of establishing a bureau of legal information was defeated.

National and international unions were requested by the convention to instruct their local unions to join city central bodies and state federations of labor.

The convention emphasized that all state federations of labor and organized labor everywhere should make the injunction question a paramount issue in all of their future activities; that they continue such activity until a law has been placed on the statute books of every state in the union which will safeguard and protect the rights and liberties of all our citizens insofar as the illegal, unconstitutional and unwarranted use and abuse of the writ of injunction is concerned. The city central bodies were instructed to cooperate fully with the state federations of labor in this matter. The Clayton act, which declares that the labor of a human being is not a commodity or article of commerce, insofar as the federal statutes are concerned corrects the illegal issuance and abuse of the writ of injunction in trade disputes. The convention held that the paramount issue now confronting organized labor specifically and unorganized labor in general, is the extension of the provisions of the Clayton act until it becomes a law operative in every state in the union.

The convention declared that the people should directly control educational facilities through the proper election of boards of education; for a system of free text books; for adequate pension provisions for public school teachers; for teachers to have a voice in the administration of the school system; that schools must be removed from politics by the merit principle of civil service to the employment, advancement and dismissal of teachers; that teachers should receive financial recognition more nearly commensurate with the importance of their service in the community; that vocational education should be encouraged, and that the right of teachers to organize and affiliate with the organized labor movement shall not be questioned. The convention also directed that efforts be continued to organize school teachers throughout the country, and that every local, national and international union, central and state federation of labor be requested to do everything possible to secure the membership of every school teacher in a union affiliated with the American Federation of Labor.

The convention went on record as unalterably opposed to any form of physical training or any quality of mental education in our public schools, which would tend to inculcate the spirit of militarism, and declared that the child's immature and im-



pressionable mind must not be taught to think, except in horror, upon the killing of human beings. To arouse the thought that any of their school hours are devoted to preparation for the possible use of arms against their fellow men, is to brutalize their instincts and subvert the influence of the necessary lessons of humanity, peace and good will which it is the duty of our public schools to impress upon them.

A resolution urging a system of government loans at a low rate of interest for the building of model homes was referred to the executive council for its consideration and such legislation as in its judgment may bring about the desired end.

The convention adopted a resolution calling upon President Wilson and congress to place an embargo, as far as our international legal or treaty rights will permit, upon the export of wheat and other foodstuffs until it is positively determined that the costs of living are reduced to normal, and that those guilty of causing and inflicting upon the public the unwarranted increase in the cost of living be prosecuted.

The convention gave its unanimous endorsement to H. R. bill 137, which provides for the appointment of a committee of five members of the House of Representatives, whose duty it shall be to investigate and report as speedily as possible, as follows:

(a) Whether conditions prevailing in dairy and dairy products seriously menace the health of the people of the United States.

(b) Whether federal inspection and supervision, either alone or in cooperation with state and municipal inspection and supervision, is necessary to the reasonable protection of the health of the citizens of the United States.

(c) If so, then the best and most economic methods of inaugurating and enforcing such inspection and supervision.

The preamble of the resolution dealing with this matter contained the following interesting information:

At a hearing before the Committee on Rules of the House of Representatives, Dr. E. C. Schroeder, expert bacteriologist of the Department of Agriculture, stated to the committee that 300 children die annually in New York City of bovine tuberculosis and on this basis the annual death rate in the United States from bovine tuberculosis is 6,000 children; and further said that over nine per cent, or 2,000,000 of our dairy cows have tuberculosis, and are capable of transmitting the disease to children, while Dr. John R. Mohler, assistant chief of the bureau of animal industry, told the committee that he had personally examined the bodies of a number of children who died of tuberculosis and found that 22 per cent had died of bovine tuberculosis; that in permitting the use of milk or milk products without pastuerization we are responsible for this slaughter, and many of those who do not die are maimed and crippled for life, for the deadly tubercular bacilli attack the bones, joints and glands of the unhappy little ones rather than the lungs.

A resolution was adopted protesting against the amendment of the senate committee on immigration, seeking to deprive the right of asylum to champions of liberty in countries suffering from political oppression in which resistance to tyranny is classed as a felony. The president of the American Federa-



tion of Labor was instructed to bring the matter to the attention of the senate.

The election of officers was held on the last day of the convention. All of the old officers were elected without any opposition.

John Golden, president of the Textile Workers, and Frank Farrington, of the United Mine Workers, were elected fraternal delegates to the British Trades Union Congress, and Emanuel Koveleski was the convention's choice as delegate to the Canadian Trades and Labor Congress.

Buffalo was selected by the convention as the city in which the 1917 convention will be held.

Respectfully submitted,

EDWARD MENGE,  
GEORGE CHADWICK,

Delegates.

Motion by Sheldon M. Moore that the report be received and printed in the proceedings of the convention, also the Potters Herald.

Motion carried.

Announcements were then made by the chairmen of the different committees after which the convention adjourned.

## Saturday, July Seventh

### MORNING SESSION

The convention was called to order by President Menge.

Minutes of the previous session were read and approved.

Resolutions which had been presented at the close of Friday afternoon's session were read and referred to the different committees as follows:

Resolution No. 166, by Local Union No. 45, was read and referred to the Committee on Law.

Resolution No. 167, by Local Union No. 97, was read and referred to the Committee on Law.

Resolution No. 168, by Local Union No. 10, was read and referred to the Committee on Law.

Resolution No. 169, by Local Union No. 91, was read and referred to the Committee on Appeals and Grievances.

Resolution No. 170, by Local Union No. 35, was read and referred to the Committee on Law.

Resolution No. 171, by Local Union No. 35, was read and referred to the Committee on State of Order.

Resolution No. 172, by Local Union No. 59, was read and referred to the Committee on Law.

Resolution (not numbered), by Local Union No. 50, was read and ruled out of order by the president because it conflicted with section 23 of the National Constitution governing the presenting of resolutions affecting the wage scale.

#### RESOLUTION BY L. U. No. 50.

Whereas, The present selective conscription law will affect a large number of apprentices in both branches of the trade; and

Whereas, A sense of justice demands that we protect the rights of such men in every way possible if they are called to service under the national government; therefore be it

Resolved, That the Twenty-seventh Annual Convention, N. B. of O. P., submit to the manufacturers' conference the following propositions:

1st. All apprentices, 80 per cent of whose time has been served, shall be declared journeymen if accepted for military service.

2nd. All apprentices accepted for military service whose time is less than 80 per cent served, shall have their time continue as if steadily engaged at the trade, and be permitted to resume their apprenticeship when discharged from service.

3rd. No men will be started to fill places of men called to military service except in the cases of men who have been declared journeymen under the above rule.

Resolution (not numbered), by Local Union No. 59, was

read and ruled out of order because it conflicted with section 23 of the National Constitution governing the presenting of resolutions affecting the wage scale.

The following telegram was received from former President T. J. Duffy which was read and ordered placed in the proceedings of the convention:

Edward Menge, Odd Fellows Hall, Atlantic City, N. J.

I wish you would say to the delegates in convention assembled that I wish them best possible success in their deliberations in behalf of the N. B. of O. P. and its members.

T. J. DUFFY.

Announcements were then made by the chairmen of the different committees after which upon motion by T. M. Woods the convention adjourned until Monday morning in order to give the general ware branches an opportunity to caucus on the different resolutions in the hands of the price list committee.

## Monday, July Ninth

### MORNING SESSION

The convention was called to order by President Menge.

The minutes of the previous session were read and approved.

#### REPORT OF COMMITTEE ON STATE OF ORDER.

##### RESOLUTION No. 9.

By Local Union No. 6 (General Ware, Mixed) Wheeling, W. Va.

Whereas, The boss potters seldom ask for or prefer a union workman, in fact ignoring altogether any distinction of union and non-union workmen when employing or engaging their service, and believing if the N. B. of O. P. were aware of frequent openings, adequate workmen could be provided for said openings from our ranks, therefore reducing the non-union men in the trade; and

Whereas, Measures should be taken to bring our members and their jobs closer together; therefore be it

Resolved, That the N. B. of O. P. arrange with the U. S. P. A. whereby all vacancies are to be reported to the N. B. of O. P. headquarters, the latter to endeavor to secure, through notice in the Herald and local secretaries, competent union men for all vacancies.

The committee recommended rejection.

Motion by John Shingler that we concur in the recommendation of the committee.

Motion carried.

##### RESOLUTION No. 155.

By Local Union No. 99.

The committee recommended rejection.

Motion by John Shingler that we concur in the recommendation of the committee.

Motion by Fred Bentley that Resolution No. 155 and Resolution No. 171, by Local Union No. 35, be laid over until action has been taken on Resolution No. 7, by Local Union No. 4.

Motion carried.

(For action on Resolutions Nos. 155 and 171 see Friday afternoon's minutes, July 13th.)

#### REPORT OF COMMITTEE ON LAW.

##### RESOLUTION No. 6.

By Local Union No. 4.

The committee recommended adoption.

Motion by George Chadwick that the recommendation of the

committee be concurred in.

Motion by Harry Hassall that Resolution No. 6 be referred back to the committee.

Motion carried.

(For further action on Resolution see Monday afternoon's minutes.)

#### RESOLUTION No. 8.

By Local Union No. 6 (General Ware, Mixed) Wheeling, W. Va.

Whereas, We are organized on craft lines and believing that matters affecting the price or conditions should not be voted on by the trade in general; for instance, what does a caster know about kilnmen's working conditions or vica versa; therefore be it

Resolved, When a question comes up to be voted on that affects one branch of the trade, only said branch be allowed to vote on the matter.

This has no bearing on matters that affect the trade in general.

The committee recommended rejection.

Motion by George Chadwick that the recommendation of the committee be concurred in.

Motion by Wm. Cox that Resolution No. 8 be referred back to the committee.

The motion to refer back lost.

The motion to adopt the recommendation of the committee, which was to reject the resolution, carried.

#### REPORT OF GENERAL WARE PRICE LIST COMMITTEE.

#### RESOLUTION No. 127.

By Local Union No. 75 (General Ware, Mixed) Coshocton, O.

Resolved, That we consider warehouse work to be skilled work and should be paid for at the following rate; that the term of apprenticeship shall be three years and shall be paid for at the following rate:

First three months, \$2.25 per day; second three months, \$2.50 per day; next six months, \$2.75 per day; second year, \$3.00 per day; third year, \$3.25 per day; after third year, \$3.50 per day.

Also that there shall be only one apprentice to every five journeymen and that no additional apprentices shall be put on when a qualified journeyman is loafing.

The committee recommended that Resolution No. 127 be withdrawn at the request of the delegates from Local Union No. 75.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

#### REPORT OF FINANCE COMMITTEE.

A partial report on mileage was read by E. O. Lloyd.

Motion by Homer C. Owen that the report be received and the bills paid.

Motion carried.



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**REPORT OF THE HEALTH INSPECTOR.**

To the officers and members of the Twenty-seventh Annual Convention, greetings:

Last year I reported the adoption of a set of health rules to govern the trade. They were framed by a joint committee of manufacturers and operatives of the N. B. of O. P., consisting of Messrs. Charles Goodwin, Charles Sebring, Fred Cartwright, W. T. Blake, Edward Munge, William Pittinger and your inspector. They were approved with some minor modifications by the Industrial Commission of Ohio and ratified by your convention.

I had intended devoting most of my time in the western section the past year to get those laws in operation and so reported to headquarters the latter part of August, but on account of the many labor troubles in our potteries, the health committee members deemed it unwise to attempt any enforcements at that time.

During the year I have visited nearly all of the outside shops and secured some improvements. Promises were given for a good many more, some of which have been fulfilled and some which have not. I had intended to visit the western district in the late fall and spring but a number of important matters had been taken up of special interest to the trade and it was deemed advisable to see them through before tackling any other jobs.

The first of these concerned medical and X-ray examinations by some of the leading physicians in the University of Pennsylvania. The matter was first taken up by Dr. Landis, one of the leading physicians on the treatment of tuberculosis. Dr. Landis is connected with the Whitehaven sanatorium and has taken a personal interest in those who have gone there from the various trades, including the pottery trade. He expressed a wish to examine a number of employes from the shops in which we were specially interested, at different ages, to determine what effect if possible the nature of their employment had upon their disease. In this important work he was assisted by Dr. Pancoast, another X-ray specialist. Workers were examined from all the so-called dusty trades and with results I believe that they are going to inure to the good of the workmen involved.

Recently some tests have been made in our shops by Drs. Miller and Smith of the same institution. Forty-one of our people were examined at various age periods, from the young man who has only been in the shop a year to the old man who has been working for 67 years. The report on these examinations is to come a little later on and I feel confident it is going to spell good things for our organization.

A number of our people were taken sick during the month of September and we found that it would be a positive hardship upon their families to pay doctor's fees and hospital bills in order to secure for them the proper treatment. The matter was brought to the attention of the health committee and the health committee suggested that we start a hospital treatment fund for all pottery employes and maintain it by asking them to contribute ten cents monthly to the fund. It was suggested if the fund were started that all shop collections for the sick would be abandoned. The health committee agreed to receive

all monies contributed and to defray all expenses in connection with the treatment of any patients. A partial start was made last November and since that time we have been going along pretty smoothly. Some trouble has been experienced with some of our physicians but we hope to have that straightened away before long. Under this fund semi-private wards are provided for in any hospital with whatever surgical and medical attention that may be needed. The best professional skill in several of the leading hospitals in Philadelphia is at our disposal. This has already meant the saving of lives of several of our people. Potters have been helped to a cure whose cases baffled local physicians.

We are now considering the desirability of providing a home for those who need attention other than that that can be got in a hospital. Of course we will need much more money than we are getting now if we undertake to establish a home. The health committee would commend this problem to the thoughtful consideration and adoption of all pottery centers. The attention of the convention is most earnestly invited to it.

The need of adopting a new stove room for jiggermen in order to solve the boy help problems was also brought to our attention. The heatless stove room in Sebring, Ohio, solved the problem of heat, but not the problem of the helper. We took the matter up with Mr. Wainsford and he volunteered to install the escalator stove room after the manner of the dipper's mangle, on approval in one of our potteries, as well as a spreader to bat out for the jiggerman, but for reasons perhaps best known to himself, he failed to fulfill his promise. We then took the matter up with Mr. Crossley, the machinist. He was very courteous to us and placed his draftsmen at our disposal. The draftsmen made us a small blue print from which a model of stove room was made. We found that we could not turn the shelves on the top and bottom of the escalator in less than a 15 inch space; this meant that every jiggerman would be limited to 40 dozen moulds; of course the tower could be made higher but that was deemed impractical.

Mr. Griggs of the Anchor Pottery company called me in to see him in November and informed me that he wanted to install a stove room of the latest and best type that I could recommend to him. I immediately got into touch with the jiggermen. Bro. Robert Rowland suggested a type which has since been installed in the Anchor plant, all of the old stove rooms having been discarded. The jiggermen say they are giving excellent satisfaction. The operation of them is simple. The batter-out runs the moulds and the finisher takes off work as needed. A description of the new stove room was given in the Herald recently and I shall not stop to elaborate on it here. I am pleased to state that Mr. Sutterline of the Lamberton China has arrangements under way at the present time for the installation of two such stove rooms, and I believe still others will do likewise soon. This stove room is such a vast improvement over the old style that I can confidently recommend it to the trade.

The finishing of flat ware without dust has been solved by the Lenox China company of Trenton, N. J. It has been done by equipping every finisher's bench with a hood which effectually carries off all particles of dust coming from the fettling of the ware. The device is simple in construction and inex-

pensive and I see no good reason why it should not be generally installed. If all finishers were provided with ball bearing whirlers and a dust conveyor their jobs would be infinitely less likely to impair their health.

The Sturtevant Fan company was awarded the contract for installing the dust eliminating machine in the Greenwood pottery last March, but has not got to work yet. Two other shops are to make similar installations.

We are pleased to state that the old Etruria pottery has been remodeled. The old style of stoverooms has been discarded and a new heatless one installed in its place. Basement workshops have been eliminated. The sagger shop is to undergo extensive improvements; adequate toilet and washing facilities are to be installed in the plant. The work has been undertaken under the supervision of Mr. Charles Howell Cook and he is making a good job of it.

An effort was made to have a number of our shops white-washed during the holidays but failed of results because of our inability to procure the necessary labor to perform the work. Some plants, however, did go through with this work. They were the Lenox, Etruria, Enterprise and Thomas Maddocks & Sons. These plants make a regular practice of whitewashing their plants throughout at least once a year.

The securing of proper ventilation in winter time is one of the big problems that we are dealing with at the present time. Systems are being installed in different departments, particularly the kilnsheds and decorating departments for testing purposes. Some opposition to the use of sawduct while sweeping has been encountered on the part of the men who sweep the shops, claiming that it takes up too much time to distribute, etc. Two plants that have adopted the sawdust method for cleansing their floors say that they would not go back to the old method again for anything.

Fans have been installed in three Trenton plants for taking away the dust from the mouldmaker. Other firms have promised to install them. They are a great improvement over the old fashioned hood method.

I am pleased to report that there is no grog ground in any of our eastern shops, consequently none of our people in the East are complaining on that score. It is more than a year since the western manufacturers promised to afford relief from this nuisance and we hope to secure some action on their part soon. A number of improvements beneficial to the health of workmen are under way in several of our potteries.

#### Asthma Treatment.

Your health committee was instructed to select four cases of asthma and have them treated at the expense of the organization with a view if possible of finding a cure for this malady insofar as it effects our working potters. We selected Bros. Edward Whitehead and William Marsden, turners, and the examination of their cases and that of Bro. Bruce Weaver of Tiffin, O., showed decided throat symptoms. The men were examined and treated by Dr. P. Grayson of Philadelphia, who did such good work for Bro. Copeland, bisque kilnman, three years ago. Bros. Whitehead and Marsden tell me that their throat trouble is practically gone. Bro. Weaver states that his

attacks were most severe during the winter months, so that it is too soon to make any statement concerning his case, further than to remark, perhaps, that he is feeling much better. The recommendation of your committee is that the treatment be continued.

Your committee would recommend an impermeable apron for the use of our members employed in shops where dust abounds. Aprons that are both water and dust proof can be procured at any dry goods store.

#### **Tuberculosis Report.**

Seventy-six deaths have occurred in our organization during the past year, 27 of them being from tuberculosis. The average age of all those who died was 47½ years. The average age of those who died from tuberculosis was 41½ years. Deaths in 1915 were 74 and the average age of 46 years. The average age of those who died from tuberculosis was 40½ years. Deaths in 1916 were 81, the average being 46 years, and the average of those who died of tuberculosis 40½ years.

We have had 21 cases this year in the East. I will give you their names: Enslin Lincoln, bisque warehouseman; David Moore, sanitary presser, (died); Ben Platt, died, Whitehaven patient; Dan Scott, sanitary presser, Mannington; John Connors, Thomas Newlon, James Joyce, Wheeling, W. Va., jiggerman; Thomas Hammersley, saggermaker; T. Kinney, kilnman; John Russan, laborer; Robert Cheney, Michael Brown, dipper's helper, refused treatment at Glen Gardner; John F. Wood, kilnman, undergoing treatment at Glen Gardner, improving; John Hall, batter-out, died in Municipal hospital; Joseph Piffath, cupmaker, patient at Glen Gardner, improving; Charles Henry, jiggerman, patient at Glen Gardner, improving; Anton Friend, sanitary presser, treated for six weeks in Glen Gardner, left much improved, worked past six months, collapsed again six weeks ago; Howard Spair, sanitary presser, spent three days in Glen Gardner and returned home; Robert Mentz, sanitary presser, Camden, discharged after five weeks' treatment; John Hogan, packer, awaiting treatment, disease inactive; Sampson Ward, mouldmaker, discharged from Glen Gardner after six months' treatment, O. K.

Three disease-arrested cases were returned this year. James Horan, sanitary presser, able to do light casting work, feeling O. K., John Flinn, doing light work on a farm; Arthur Wood is working at regular trade, has occasional sick spells.

Disposition of cases—Six in Municipal hospital, two in Glen Gardner, one in Whitehaven.

Your health committee desires to thank the members in Trenton and vicinity for their generous assistance to our members in time of need. We desire to assure them that their help has done a tremendous amount of good and the recipients of their favor are unspeakably grateful to them.

Respectfully submitted,

WILLIAM MUSHET,

Health Inspector.

The report of the Inspector was referred to the Committee on Health and ordered printed in the proceedings of the convention.

Announcements were then made by the chairmen of the different committees after which the convention adjourned to meet at 2:30 p. m.



## Monday, July Ninth

### AFTERNOON SESSION

The convention was called to order by President Menge.

The minutes of the previous session were read and approved.

Resolutions which had been presented at the close of the morning's session were read and referred to the different committees as follows:

Resolution No. 173, by Local Union No. 46, was read and referred to the Committee on Law.

Resolution No. 174, by Local Union No. 77, was read and referred to the Committee on Sanitary Price List.

Resolution No. 175, by Local Union No. 9, was read and referred to the Committee on Law.

Resolution No. 176, by Local Union No. 9, was read and referred to the Committee on Health.

Resolution No. 177, by Local Union No. 79, was read and referred to the Committee on Sanitary Price List.

(NOTE—Resolutions Nos. 174 and 177 by Local Union No. 79, were referred to the Committee on Sanitary Price List with the understanding that any action taken on these resolutions would not be effective until the 1918 convention.)

Resolution No. 178, by Local Union No. 79, was read and referred to the Committee on Law.

### REPORT OF COMMITTEE ON APPEALS AND GRIEVANCES

#### RESOLUTION No. 35.

By Local Union No. 16 (Saggermakers) East Liverpool, Ohio.

Whereas, National President Menge, because of the saggermakers' trouble in August, 1916, expelled and fined all members involved; and

Whereas, Said expulsion placed each member out of benefits for insurance which we feel to be unjust; many of the members having paid their dues and defense promptly for years; therefore be it

Resolved, That all saggermakers involved be placed in same standing as regarding the insurance as other members of N. B. of O. P.

The committee recommended the following:

#### SUBSTITUTE FOR RESOLUTION No. 35.

Whereas, We believe that the Executive Board was absolutely correct in their expulsion of the members of Local Union No. 16, having acted in the only way possible under our laws and agreements; and

Whereas, We also believe there is merit in the appeal of



said local union as embodied in Resolution No. 35, in that not alone do those members who voted to violate the agreement suffer, but also do the members who voted to stand by our agreements; and

Whereas, It is our opinion that the members have been sufficiently punished by the embarrassment of expulsion and fine; therefore be it

Resolved, That they be restored to the same standing as when they were expelled, but in no wise is this action to be construed as being an approval of their act. This resolution to effect only those members who have complied with the agreement entered into between the national officers and saggemakers on date of September 27th, 1916.

Motion by Louis Driber that we concur in the recommendation of the committee.

Motion carried.

## REPORT OF THE COMMITTEE ON LAW.

### RESOLUTION No. 6

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Resolved, That section No. 129 be changed to read as follows:

Section 129. No person shall be entitled to receive treatment at the expense of the Tuberculosis Fund unless he has been a member of the N. B. of O. P. for a period of at least twelve months prior to the time of making application for such treatment. Any member depositing a withdrawal card in his local and after he has spent thirty days working at his trade or occupation and he has not tuberculosis at the time of depositing card with his local shall be entitled to the sanatorium treatment.

The committee recommended the adoption of Resolution No. 6 with the following words added after the word treatment: "Providing no more than twelve months have expired from date of issue of said card."

Motion by George Chadwick that the recommendation of the committee be concurred in.

Motion carried.

### RESOLUTION No. 95.

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That all committees whose work is to deal with the wage scale or agreements shall be elected by the Local Union involved.

The committee recommended adoption.

Upon motion by George Chadwick the recommendation of the committee was concurred in.

## REPORT OF GEORGE SMITH, DELEGATE FROM L. U. No.

### 78, ST. JOHNS, CANADA.

In presenting my report at this time on the Canadian situa-

tion, I think it will be unnecessary for me to go over the ground covered in my previous reports on this same lock-out. But I will endeavor to give the delegates as true and as complete a statement as I am capable of, regarding the situation in Canada at the present time.

I am pleased to say that with one exception, our own people have been loyal to the organization, the exception being Oscar Raymond, saggermaker, who came back from Mannington, W. Va., and was decoyed by fair promises on the part of the firm to go back to work, but he has been of little use to them, as he drank so much that even they had to fire him, and he is not working there now.

For the others who were mentioned in my last report most of them are still there, for the reason that they can't get any others to take their places, and for no other reason, as it has been admitted to me they are worse than useless and cost far more to the firm than would capable men, getting double the wage scale.

Irrespective of what the firm may claim to the contrary, they are losing heavily, and Black admits having lost \$35,000 since he took hold. As a proof of this, within the last month, a road has been made entirely of broken ware, it is over 6000 feet long, 15 feet wide, and the city records show over 2500 loads of broken closets have been dumped there. If this is not proof that they are loosing heavily I do not know what is.

But the proof our our contention that the firms are not making a success of their supreme effort they have made to break our organization is found in the fact that they came to us to try and see if a settlement could not be reached. I need not go into all the details of the preliminary negotiations. Suffice it to say that we made the first condition, that we would not meet them unless they were prepared to treat with us as representing the N. B. of O. P., and were ready to meet our executive officers in conference with a view to making an agreement with our organization, if such an arrangement is possible.

The fact that they agreed to all of these terms, I think, proves them to be in a more reasonable mood than they were in when they stated they would never again recognize the N. B. of O. P. and would shut the shop down forever, before they would do so.

I regret very much that our first efforts to get together were not very successful, not through any fault of ours. The minister of labor at Ottawa was approached by both parties, and made a lot of promises which he failed to live up to, and it is entirely due to dilatory methods of that department that we have not been able to get together two months ago, and it was only on June 2nd that we did manage to get into a first conference with Black. We on our side had only our local committee with Mr. E. N. Compton of the labor department, representing the minister of labor.

I will not say it was a great success, but it was a beginning and that in itself is something, after the long struggle we have had.

Black on his part was very magnanimous—with his talk—and wanted to know what we were prepared to offer in the way of a reduction.

We, on our part, wanted him to show us why we should accept anything less than the 1916 wage scale and agreements (not 1914), and we demanded the same.

He was quite indignant at our demands, and tried to impress on us the success he was having with his cheap gang. We on our side, made it quite clear we were not going to accept anything less than the wage scale, and stated in the plainest terms we were capable of, we considered his insisting on a reduction in these days of high prices, and high cost of living, as a reflection on our intelligence.

Seeing there was a probability of another deadlock Mr. Compton suggested that we send for our executive officers, so that we might go over the whole situation more thoroughly. Black agreed to meet them, and the conference adjourned until they could get here. June 11th was the day suggested, and we wired President Menge and Vice President Hutchins asking if this was suitable to them.

President Menge replied that the proposed conference be laid over until after the special sanitary conference, to be held June 26th. I notified Black to this effect, whether this delay on our part will be to our advantage I am not prepared to say, but that is where the matter rests until our officers can get on on the ground, but aside from this proposed conference we feel in justice to the trade, that our officers should come here and go over the situation for themselves.

I suppose I should take it as a compliment to myself, for the confidence the board has reposed in me, in leaving so many important matters in my hands, but I think the time has come—whether an agreement is reached or not—for the board to check up on the situation and let us all know where we stand.

Referring back to the conference with Black, Mr. Compton suggested if all other attempts at a settlement failed, and I had a letter from the Deputy of Minister of Labor F. A. Ackland to the same effect, that the industrial disputes act might be a final means of finding a solution. Mr. Black did not like the suggestion at all. I suppose he did not relish the idea of his business being investigated by men who knew their job, and who were not afraid to say what they did find. We, on our part, did not commit ourselves to anything, and are free to invoke the law, if we so desire, but of course as our work does not come under the heading of a public utility it would be necessary for both sides to mutually agree before the government could appoint a board.

I hope it will be unnecessary to go as far as that, and that the firms recognizing the inevitable, will be reasonable, and we, with the assistance of our national officers, may be able within a very short time after the adjournment of this convention, to reach an honorable settlement.

And whether we succeed or fail in this long drawnout struggle, I think it can be truly said, there can be no reflections on the manner in which we have been supported by our members in the United States, their generosity has been an inspiration to us and helped materially to make us hang on, and I take this opportunity on behalf of Local 78 of thanking them for it all.

Motion by George Smith, Local Union No. 9, that the report be received and spread on the minutes of the convention.

Motion carried.

Announcements of committee meetings were made after which the convention adjourned to reconvene at 9:30 a. m. Tuesday morning.

## Tuesday, July Tenth

### MORNING SESSION

The convention was called to order by President Menge at 9:30 a. m. Delegate A. K. Fetty was marked absent from the convention.

The minutes of the previous session were read and approved.

Motion by Alex Young that the action of the convention on Resolution No. 35 be reconsidered.

The motion to reconsider carried by a vote of 70 for to 30 against.

Motion by Fred Bentley that Resolution No. 35 be referred back to the committee.

Motion to refer carried.

(For further action on Resolution No. 35 see Thursday afternoon's minutes.)

### REPORT OF COMMITTEE ON LAW.

#### RESOLUTION No. 143

By Local Union No. 89.

The committee recommended adoption.

Motion by George Chadwick that the recommendation of the committee be concurred in.

Amendment by T. B. Dennis that a member on strike be allowed to earn an equal amount as he is entitled to as strike benefits from the N. B. of O. P.

Motion by Harry Hassall that Resolution No. 143, with the amendment offered by T. B. Dennis, be referred back to the Committee on Law.

The motion to refer back to the committee carried.

(For further action on Resolution No. 143 see Thursday afternoon's minutes.)

#### RESOLUTION No. 109

By Local Union No. 57.

The committee recommended rejection.

Motion by George Chadwick that the recommendation of the committee be concurred in.

Motion by T. B. Dennis that action on Resolution No. 109 be deferred until action has been taken on the resolutions mentioned by Bro. McDevitt, Resolutions Nos. 19 and 47.

(For further action on Resolution No. 109 see Saturday's minutes, July 14th.)

## RESOLUTION No. 108.

By Local Union No. 57 (General Ware, Mixed) Niles, Ohio.

Resolved, That every pottery have the power to make or have made its own settlements in regards to new articles made on that pottery, no matter what other potteries settle them at.

Now the reason we present this resolution is some manufacturers own potteries in two or three towns and they pick out their weakest spots to make settlements, and then all of their other shops have to make the article for the same price. They tell you it is made at so and so and you have not got anything to say in the settlement but just make it whether it is paid for or not.

The committee recommended rejection.

Motion by George Chadwick that the recommendation of the committee be concurred in.

Motion carried.

Committee meetings were announced after which the convention adjourned.

## Tuesday, July Tenth

### AFTERNOON SESSION

The convention was called to order by President Menge.

The minutes of the previous session were read and approved.

Motion by N. S. Wood that Delegate A. K. Fetty be marked present at all sessions of the convention on account of being called home through the serious illness of his mother.

Motion carried.

Motion by Homer C. Owen that Hugh J. Glover, agent of the United Hatters of North America, be given permission to address the convention at 9:30 a. m., Wednesday morning.

Motion carried.

## REPORT OF COMMITTEE ON LAW.

## RESOLUTION No. 96

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That whenever a Local Union levies an assessment it shall be obligatory on the part of the members to pay the same. Failing to do so such assessments shall be charged against them as arrearages.

The committee recommended rejection.

On motion by George Chadwick the recommendation of the committee was concurred in.

## RESOLUTION No. 54.

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Resolved, That the national president appoint an equal



number of the representatives of the various trades upon the price list committee as far as possible.

The committee recommended rejection. The recommendation of the committee was adopted.

#### RESOLUTION No. 66.

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, It frequently occurs for two members of the same craft to be elected delegates to the same convention, from mixed locals; therefore be it

Resolved, That in the future no two members from the same craft shall be elected delegates to the same convention from mixed locals.

The committee recommended adoption.

On motion by George Chadwick the recommendation of the committee was concurred in.

#### RESOLUTION No. 161.

By Local Union No. 100.

The committee recommended adoption as amended.

Motion by George Chadwick that the recommendation of the committee be concurred in.

Motion by W. J. McKeone that Resolution No. 161 be referred back to the committee.

#### RESOLUTION No. 137

By Local Union No. 81 (Mouldmakers) Trenton, N. J.

Resolved, That hereafter we elect our national officers for a period of two years to become effective and apply to the officers whose terms begins August 1, 1917.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 166.

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That hereafter the delegates to the A. F. of L. convention be instructed to make the report of the convention of the A. F. of L. immediately after said convention has adjourned, through the national organ of the N. B. of O. P., instead of at our conventions as at present.

The committee recommended adoption.

On motion by George Chadwick the recommendation of the committee was concurred in.

#### RESOLUTION No. 28.

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

Whereas, As members of Local No. 12, we consider that we have received a reduction in wages and an increase in pro-

duction of dozens; this condition for which we are not to blame, and other conditions such as competing in price for our help with the steel mills, rubber works, railroad and various other industries; therefore we feel we are entitled to some consideration from this, your 27th annual convention; therefore be it

Resolved, That hereafter the jiggermen shall receive 45 per cent of the present price list plus the 15 per cent recent increase, and the manufacturers receiving the 55 per cent to pay the jiggermen's helpers; they, the manufacturers, to remove all dead work such as carrying out, the oiling of moulds, putting in new moulds, throwing out old moulds, sweeping the shop, placing the clay on jiggerman's bench; the jiggermen to retain the foremanship over their help;; a special 60 per cent rate for the cup jiggerman and 66  $\frac{2}{3}$  per cent for the jumbo jiggerman; and be it further

Resolved, That when we are asked to work short handed or are confronted with green or unskilled help, they, the manufacturers, make up our average day's wages; and be it further

Resolved, That our delegates to the next conference stand pat and refuse to sign scale unless this resolution is accepted by the U. S. P. A.

The committee recommended adoption of the resolution with the following amendment:

"That the jiggermen be granted an increase of 10 per cent on present wages and that they be relieved of the hiring and discharging of the finisher and that we strike out the words 'carrying out' in the fifth line, and the last resolve."

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Amendment by Louis DeBee that the words "carrying out" be restored to the resolution.

Amendment carried.

The motion as amended carried.

### RESOLUTION No. 33.

By Local Union No. 16 (Saggermakers) East Liverpool, Ohio.

Whereas, A few saggermaking machines have been placed in the potteries and in some shops are run by odd men; therefore be it

Resolved, That where machines take the place of saggermakers that saggermakers be given preference to work on machines.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

### RESOLUTION No. 34.

By Local Union No. 16 (Saggermakers) East Liverpool, Ohio.

Whereas, At the time settlement was made between saggermakers and manufacturers in 1916, the manufacturers promised in committee meeting to give free clay in 1917; therefore be it

Resolved, This agreement be embodied in resolutions to be presented at the 1917 conference.

The committee recommended adoption.

The committee's recommendation was adopted.

#### RESOLUTION No. 116.

By Local Union No. 66 (General Ware, Mixed) Crooksville, O.

Resolved, That we demand a 25 per cent increase in wages in all departments affiliated with the N. B. of O. P.

The committee recommended adoption with an amendment that the increase is based on the wages now paid and with the understanding that the jiggermen do not participate in the 25 per cent increase.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

Motion by Alex Young that it is the sense of this convention that if Resolution No. 28 fails to carry at conference that the jiggermen shall come under Resolution No. 116 which calls for an increase of 25 per cent to all branches.

Motion carried.

#### REPORT OF COMMITTEE ON STATE OF ORDER.

##### RESOLUTION No. 7.

By Local Union No. 4.

The committee recommended adoption as amended.

Motion by John Shingler that the recommendation of the committee be concurred in.

The hour of adjournment having arrived announcements of committee meetings were made after which the convention adjourned with the recommendation of the committee on Resolution No. 7 still pending.

## Wednesday, July Eleventh

### MORNING SESSION

Before the convention convened in regular session First Vice President Frank H. Hutchins introduced Hugh J. Glover, general agent of the United Hatters of North America, who, in accordance with a motion passed at Tuesday afternoon's session, addressed the delegates in the interest of the Danbury Hatters, whose homes were to go under the hammer Monday, July 16th, to satisfy a judgment given the Loewe Co., by the courts for \$300,000 damages.

Mr. Glover, during his remarks, appealed to the potters to show their sympathy in the cause by making a further donation to the Hatters to help them in a last effort if possible to save their homes from the sheriff's hammer.

At the close of Mr. Glover's remarks the convention was called to order by First Vice President Hutchins.

The minutes of the previous session were read and approved.

Resolution No. 7, which was pending at the close of Tuesday afternoon's session, was the first business before the convention.

The State of Order Committee's recommendation was to adopt the resolution with the following amendment: "And it is understood that all strikes shall go through the usual form as prescribed by the National Constitution."

The motion before the convention was to adopt the recommendation of the committee.

Motion by Fred Bentley that the latter resolve be stricken out of Resolution No. 7.

Motion by Frank McCullough that Resolution No. 7 be referred back to the committee for reconstruction.

Motion carried.

(For further action on Resolution No. 7 see Friday afternoon's minutes, July 13th.)

#### RESOLUTION No. 49.

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, The collection of dues, fines and assessments are and have always been a cause of endless disputes and annoyances under our present method of collecting; therefore be it,

Resolved, That all dues, fines and assessments shall be due the first of every month and if such dues, fines and assessments are not paid by the fifteenth (15th) of the month, the shop shall be struck until such indebtedness is paid.

The committee recommended rejection.

Motion by John Shingler that we concur in the recommendation of the committee.

Motion carried.

#### RESOLUTION No. 128

(By Local Union No. 76)

The committee recommended rejection.

Motion by John Shingler that the recommendation of the committee be concurred in.

Motion by R. A. McDevitt that Resolution No. 128 be referred back to the committee for further recommendation.

Motion to refer back to committee carried.

Announcements were then made by the chairmen of the different committees after which the convention adjourned to reconvene at 2:30 p. m.

## Wednesday, July Eleventh

### AFTERNOON SESSION

The convention was called to order by President Menge at

2:30 p. m.

Minutes of previous session were read and approved.

The following resolutions which had been presented at the close of the morning's session were read and referred as follows:

Resolution No. 179, by Tobacco Workers' Union, was read and referred to the Committee on Resolutions.

Motion by Will T. Blake that the resolution be adopted as read.

Motion carried.

#### RESOLUTION No. 179.

By Tobacco Workers' International Union.

Whereas, It is an assured fact that the union label is one of the most potent factors for the advancement of the most vital interests of the membership of our trade-union movement, and by which we are enabled to help each other in discriminating between union and non-union made products when purchasing commodities for our daily needs; and

Whereas, The Tobacco Workers' International Union having a union label, is seeking a wider demand for tobacco, cigarettes and snuff bearing the union label; therefore be it

Resolved, That it is the sense of the National Brotherhood of Operative Potters, in convention assembled, in Atlantic City, N. J., July 6th, 1917, that inasmuch as union-labeled tobacco, cigarettes and snuff of the best qualities are marketed in parcels that come within the reach of all consumers, and easily accessible to all purchasers, they should receive a larger share of the purchasing power of union men and their friends; and be it further

Resolved, That it is the concensus of opinion of the delegates attending this convention that the practice of demanding the union label on our purchases has heretofore not given the results we have a right to expect. In view of this condition we give a renewed expression of our fealty to our cause, and pledge our effort to creating a more extended demand for union-labeled tabaccos, cigarettes and snuff, thereby employing union men and women working in the tobacco industry.

Resolution No. 180, by Local Union No. 40, was read and referred to the Committee on General Ware Price List.

Resolution No. 181, by Local Union No. 71, was read and referred to the Committee on State of Order.

Resolution No. 182, by Local Union No. 71, was read and referred to Committee on State of Order.

Resolution No. 183, by Local Union No. 95, was read and ruled out by the President because it conflicted with section 23 of the National Constitution.

#### RESOLUTION No. 183

By Local Union No. 95 (Decorating Kilnmen) East Liverpool.

Resolved, That no apprentice shall be permitted to start at this trade when a competent journeyman can be secured.

Resolution No. 184, by Local Union No. 20, was read and referred to the Committee on State of Order.



Resolution No. 185, by Local Union No. 79, was read and referred to the Committee on Appeals and Grievances.

Resolution No. 186, by Delegates Sidney Banner, George Toland, John E. Kline, George A. Goppert and Louis DeBee, was read and referred to the Committee on Health.

Resolution No. 187, by Local Union No. 12, was read and referred to the Committee on Law.

Resolution No. 188, by Local Union No. 52, was read and ruled out because it conflicts with section 23 of the National Constitution.

#### RESOLUTION No. 188

By Local Union No. 52 (General Ware, Mixed) Kittanning, Pa.

Whereas, The ware dressers often get chips in their eyes, which causes more or less pain, and oftentimes are compelled to go to a doctor to have them removed; therefore be it

Resolved, That the manufacturers secure goggles suitable for the work.

Resolution No. 189, by Local Union No. 45, was read and referred to the Executive Board.

Resolution No. 190, by Local Union No. 45, was read and referred to the Committee on Finance.

Resolution No. 191, by Delegate J. Vern Johnston, was read and referred to the Committee on Law.

Resolution No. 192, by Delegates J. Vern Johnston and Henry Stroble, was read and referred to the Committee on Law.

Resolution No. 193, by the Kilnmen in convention, was read and referred to the Committee on State of Order.

Resolution No. 194, by Delegates in convention, was read and referred to the Committee on Finance.

Resolution No. 195, by Local Union No. 9, was read and ruled out because it conflicts with section 23 of the National Constitution.

#### RESOLUTION No. 195

By Local Union No. 9 (Kilnmen) East Liverpool, Ohio.

Whereas, We kilnmen deem it injurious to our health to do over two kilnmen's days in any one day; therefore be it

Resolved, That after our present agreement expires we do no more than two kilnmen's days work in any one day.

Resolution No. 199, by Local Union No. 12, was read and referred to the Committee on State of Order.

#### REPORT OF COMMITTEE ON STATE OF ORDER.

#### RESOLUTION No. 98

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, There is a vast difference in the accessories of a lavatory namely, overflows, soaps, splashers, and hoods. Nearly all pay the same price and some nothing; therefore be it

Resolved, That a committee be appointed at the 1917 convention to investigate the matter and present their findings to the price list committee of 1918.

The committee recommended adoption.

Motion by John Shingler that we concur in the recommendation of the committee.

Motion carried.

#### RESOLUTION No. 140.

By Local Union No. 82 (Sanitary, Mixed) Chillicothe, O.

Whereas, The continuous kiln is in operation in different parts of the country; and

Whereas, The N. B. of O. P. has no price list regulating the operation of said type of kiln; and

Whereas, Said condition constitutes a menace to kilnmen engaged in the sanitary trade; therefore be it

Resolved, That the first vice president in conjunction with the executive board be instructed to so get in touch with the operation of kilns of this type as to be able to formulate a working list for said kiln whenever necessary.

The committee recommended adoption.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 121.

By Local Union No. 74 (General Ware, Mixed) Carrollton, O.

Resolved, As a protection to the handlers' trade, to abolish the big man, and keep handlers at work; that all handlers be compelled to cut their own handles, sponge their own slip and box their own cups.

The committee recommended rejection.

Motion by John Shingler that the recommendation of the committee be concurred in.

Motion by Joseph Kerr that Resolution No. 121 be referred back to the committee for reconstruction.

Motion to refer lost.

The motion to adopt the recommendation of the committee carried.

#### RESOLUTION No. 141.

By Local Union No. 82 (Sanitary, Mixed) Chillicothe, O.

Whereas, In recent years it has become the custom for the conference committee to settle only a small part of the grievances presented, and leaving a large portion of them unsettled for an indefinite period, resulting in hardship and injustice to the various branches of the trade; therefore be it

Resolved, That all grievances not settled before the expiration of our present agreement, the branch or branches of the trade affected shall suspend work and receive strike benefits until such time as satisfactory agreement can be arrived at.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 106

By Local Union No. 54 (General Ware, Mixed) New Castle, Pa.

Resolved, That the sand machine men of the green room

be recognized similar to warehousemen and a scale of wage fixed accordingly.

The committee recommended that the resolution be referred to the china scale conference.

On motion by John Shingler the recommendation of the committee was concurred in.

#### RESOLUTION No. 50

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, We often have difficulty in controlling our membership under our present rules; therefore be it

Resolved, That the national convention take the necessary steps to make every shop under the jurisdiction of the N. B. of O. P. a closed shop; and be it further

Resolved, That any member failing to pay his dues, fines and assessments as prescribed in the Constitution and becomes suspended he shall pay the sum of \$50.00 for reinstatement.

The committee recommended that the first resolve be stricken out of the resolution and the "\$50.00" on the last line be changed to read "\$25.00."

On motion by John Shingler the recommendation of the committee was concurred in.

#### REPORT OF COMMITTEE ON FINANCE.

#### RESOLUTION No. 135.

By Local Union No. 80 (General Ware, Mixed) Huntington, W. Va.

Whereas, The present assessment and due laws governing the locals and our membership are such as to leave the majority of the locals practically penniless at all times because, with the exception of a few large locals, the expenses of the various local unions eat up the income and make it impossible for them to effectually co-operate with strikers in distress, needy brothers and sisters, or to promote the social life of the membership; therefore be it

Resolved, That in order to remedy the above mentioned evils and make each local union of the N. B. of O. P. a strong labor unit with funds sufficient to assist strikes, comply with worthy appeals and co-operate effectually with local, state and national labor bodies the constitution of the N. B. of O. P. be changed, and is hereby changed, to permit each local to retain ten per cent (after the one per cent collector's fee is deducted) of the defense fund collection in the local treasury to be expended for any purposes the local may select.

The committee recommended rejection.

Motion by Homer Owen that we concur in the recommendation of the committee.

Motion carried.

#### RESOLUTION No. 163.

By Local Union No. 100 (Sanitary, Mixed) Broadway, Va.

Resolved, That this convention give to all old members

supplies and charter without extra charges of \$15 whenever a new shop is started and organized by old members in good standing in the N. B. of O. P.

The committee recommended adoption.

The recommendation of the committee was concurred in, with the understanding that any local union formed with seven old members shall be furnished with charter and supplies free of cost.

#### RESOLUTION No. 52.

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, The expense for shop committee work in some locals is out of all proportion to the expense for such work paid by the average local and the said work consists largely in compelling compliance with the national rules and decisions; therefore be it

Resolved, That shop committees shall be paid the same rate per hour and necessary expenses as the national executive board receives. Locals shall pay properly presented bills for such work, the locals shall then, at the end of each quarter, present a bill for such expenditures to the N. B. of O. P. and it shall reimburse such local for such expense.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 13.

By Local Union No. 6 (General Ware, Mixed) Wheeling, W. Va.

Whereas, Excessive prices steadily increasing for sponges, rubbers, knives and all articles used in the potting trade make this item of our expenses a matter of serious consideration; and

Whereas, The merchants are continually boosting prices and the quality of the goods is getting more inferior, and we believe a cooperative potters' supply department would materially lessen the cost of these articles; therefore be it

Resolved, That the N. B. of O. P. appropriate \$500.00 for the purpose of purchasing everything necessary to operate a supply department, handling all articles used by potters, each local to act as a branch agency with local secretary as correspondent and be supplied with catalogue containing prices of all articles, said prices to be merely sufficient over wholesale prices to cover operating expenses of this department, to be located at national headquarters and superintended by the national secretary or a capable member of the N. B. of O. P. to be chosen by the trade.

The committee recommended rejection.

The committee's recommendation was adopted.

#### RESOLUTION No. 53

By Local Union No. 26

The committee recommended rejection.

Motion by Homer Owen that the recommendation of the committee be concurred in.

Motion by T. B. Dennis that action on Resolution No. 53 be deferred until we hear from a similar resolution referred to the Law Committee.

The motion to defer action carried.

(For further action on Resolution No. 53 see Monday morning's minutes, July 16th.)

#### RECOMMENDATION OF FINANCE COMMITTEE.

Whereas, Our national officers in common with our membership in general have suffered from the increasing cost of the necessities of life;

Resolved, That the Committee on Finance recommend that this convention endorse an increase in the salaries of the President, First Vice President and Secretary-Treasurer of two hundred dollars each per annum and that a referendum vote of the trade be taken during the month of October, 1917, and in case it carries, the increase shall take effect January 1, 1918.

Motion by Homer Owen that the recommendation of the committee be concurred in.

Motion carried.

#### REPORT OF COMMITTEE ON GENERAL WARE PRICE LIST

##### RESOLUTION No. 156.

By Local Union No. 99 (General Ware, Mixed) Clarksburg, W. Va.

Whereas, We think the plain edge dishes and bakers are not paid for; therefore be it

Resolved, That each and every size of plain edge dishes and bakers be paid festoon price, and all bakers one cent on each and every dozen more than dishes.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

##### RESOLUTION No. 154.

By Local Union No. 99 (General Ware, Mixed) Clarksburg, W. Va.

Resolved, That Local Union No. 99, N. B. of O. P., ask for an increase of 25 per cent for all working under the uniform price list and have the 10 and 5 per cent increase abolished.

The committee recommended rejection.

The recommendation of the committee was adopted.

##### RESOLUTION No. 149.

By Local Union No. 97 (General Ware, Mixed) Mt. Clemens, Michigan.

Whereas, It is an injustice to the clay hands to make them pay for the delivery of clay to their benches, and they are the only branch of the trade that is compelled to do the same; therefore be it

Resolved, That clay shall be delivered to clay hand's bench



and scraps taken away by the firm.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 136.

By Local Union No. 80 (General Ware, Mixed) Huntington, W. Va.

Whereas, The amount of "dead work" the jiggermen in our trade are compelled to do is far in excess of that prevailing in any other department of the trade; and

Whereas, The carrying in and throwing out of moulds, oiling of moulds and carrying out of ware—all of which is unpaid for—will easily average nine (9) hours a pay—the equivalent of one day's work;— therefore be it

Resolved, That a determined effort be made by our executive officers and the 1917 conference committee to establish a rate of pay for jiggermen's "dead work" that will be commensurate with the wages earned by the jiggermen while making ware.

The committee recommended rejection.

The committee's recommendation was concurred in.

#### RESOLUTION No. 120.

By Local Union No. 74 (General Ware, Mixed) Carrollton, O.

Whereas, Owing to the scarcity of help in the clay shop (jiggermen's helpers) jiggermen are often compelled to loaf; therefore be it

Resolved, That a flat rate of five dollars (\$5.00) per day be paid to journeymen jiggermen, the firm to hire the mould-runner, batter-out and finisher.

The committee recommended rejection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 117.

By Local Union No. 74 (General Ware, Mixed) Carrollton, O.

Whereas, The jiggermen are compelled to put in new moulds, oil moulds and throw out old moulds at their expense; therefore be it

Resolved, That after October 1, 1917, the jiggermen and crew will be compensated by the firm at the rate of regular pay per hour for doing this work.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 115.

By Local Union No. 66 (General Ware, Mixed) Crooksville, O.

Whereas, It is the custom when jiggermen are laying off from work, on account of no help or sickness, etc., for some firms to take other jiggermen from their own benches to operate the idle jiggers, for one to even a few days, at a great loss to the jiggerman in question; therefore be it

Resolved, That after the present agreement expires any

jiggerman who is accommodating the firm he is working for by operating any jigger other than his own, shall have the privilege of demanding a day wage price, and that the same price be in line on an average with what he makes on his own jigger, and also that the firm pay the help's wages for the time being.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 112.

By Local Unions No. 44 and 59 (General Ware, Mixed)  
Sebring, Ohio.

Whereas, We consider that we have been getting for the past seventeen (17) years a reduction in wages and an increase in the number of dozens made, and for conditions for which we are not to blame, as we are compelled to compete with the other various industries for our help at a much higher rate of wages. We feel that we are entitled to some consideration and for which we are justly entitled, a fair day's wages for a fair day's work, and as tradesmen we think that \$5.00 per day's work established by paying the jiggermen a net price per dozen, such as for an illustration, saucers, 1½ cents per dozen, 340 dozen a day's work, and so on throughout our trade. The firm to take over the paying of all help, we to retain the hiring and discharging of same. The helper's time to be turned in by us on count day at a price settled by the firm, except the finishers, who shall be paid at the regular finishing list price. Also the firm to pay us at \$5.00 per day for changing and oiling of moulds; therefore be it

Resolved, That the 1917 convention give the resolution a very careful consideration and give us a committee appointed by the national president to draft a scale that will meet with what we have asked for, \$5.00 for a number of dozens to comply to all jiggermen; and be it further

Resolved, That we are exempt from changing of or oiling moulds, unless we are paid at the rate of \$5.00 per day, and the firm paying the help. Also that when the firm confronts us with green or unskilled help, or compels us to work with one boy or no help, that we shall receive our regular day's wages; and be it further

Resolved, That the finisher shall receive the same per cent increase as the jiggerman.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 111.

By Local Unions No. 44 and 59 (General Ware, Mixed)  
Sebring, Ohio.

Whereas, The high cost of living and scarcity of help has increased from time to time, that our present rate of wages is not sufficient to meet the demands so that we can live as we feel a tradesman should, we, the members of Local Unions Nos. 44 and 59, present the following resolution for your approval or rejection; therefore be it

Resolved, That the following increase in wages be asked

for: Kilnmen 20 per cent; pressers 10 per cent; stickerup 20 per cent; decorating kilnmen 20 per cent; casters 10 per cent; handlers 10 per cent; kilndrawers 10 per cent; sagger-makers 5 per cent; dishmakers 20 per cent; dippers 5 per cent and the head dipper to be paid 50 cents per day by the firm for looking after the shop; mouldmakers to receive list price for making moulds and 65 cents per hour for blocking and casing.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 107.

By Local Union No. 54 (General Ware, Mixed) New Castle, Pa.

Resolved, That all journeymen workers on the shop be paid five dollars per day of eight hours.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 89.

By Local Union No. 40 (Jiggermen and Dishmakers) Trenton, N. J.

Resolved, That five dozen on every hundred dozen cups be allowed the jiggerman for breakage after the turner and finisher, and that \$4.50 be paid for day work.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 88.

By Local Union No. 40 (Jiggermen and Dishmakers) Trenton, N. J.

Resolved, That clay be delivered to the jiggerman's bench and all scraps taken away and sweeping done at the expense of the firm.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 87.

By Local Union No. 40 (Jiggermen and Dishmakers) Trenton, N. J.

Whereas, The prices paid on the uniform list were based on the quantity of work a man could make with a full crew of helpers and at the rate of wages paid at that time; and

Whereas, The scarcity of help is continually getting worse thereby compelling the jiggermen to work short handed and the wages paid to what help we can get is from 40 to 50 per cent higher than the rate paid a few years ago ;and

Whereas, The above causes has meant a reduction in the wages of the jiggerman to such an extent that the condition has been intolerable; and

Whereas, We believe that the introduction of the day wage

system would bring better working conditions; therefore be it Resolved, That a committee be selected from the next conference to consider the advisability of placing the jiggering department on a day wage basis; and be it further

Resolved, That if the said committee agrees that the plan is feasible that immediate steps be taken to establish and put in effect the day wage system at as early a date as possible.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 86.

By Local Union No. 40 (Jiggermen and Dishmakers) Trenton, N. J.

Whereas, The help and the high cost of living has increased to such an extent that the jiggermen and dishmakers cannot make a fair day's wage; therefore be it

Resolved, That the representatives at the next conference demand a 25 per cent increase on the present uniform list.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 79.

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Whereas, The cost of living has increased considerably during the last few years and that wages have not increased proportionately; therefore be it

Resolved, That the general ware trade ask for a 20 per cent increase.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 59.

By Local Union No. 31 (General Ware, Mixed) East Palestine, Ohio.

Whereas, Conditions have changed owing to the increase in wages of help for which we are not responsible, and we, as dishmakers, feel that we are entitled to an increase in wages in order to meet the same; therefore be it

Resolved, That at the expiration of the present agreement the dishmakers shall receive 15 per cent of an increase; and be it further

Resolved, That all day work shall be paid at the rate of \$5.00 per day, the same to apply to all dead work and dish jigger.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 55.

By Local Union No. 29 (Dishmakers) East Liverpool, Ohio

Resolved, That all journeymen dishmakers be paid at the

rate of 60 cents an hour for making dishes and bakers and casting of same, and the apprentice receive the same pro ratio according to his percentage off, and manufacturer to pay all help and that we shall retain the hiring and firing of same, and that all laws conflicting with same be rescinded when it is necessary to work day wage.

The committee recommended rejection.

The recommendation of the committee was adopted.

Committee meetings were announced by the chairmen of the different committees after which the convention adjourned to 9:30 o'clock Thursday morning.

## Thursday, July Twelfth

### MORNING SESSION

The convention was called to order by President Menge.

The minutes of the previous session were read and approved.

#### REPORT OF COMMITTEE ON GENERAL WARE PRICE LIST

##### RESOLUTION No. 43.

By Local Union No. 25 (Packers) East Liverpool, Ohio.

Whereas, Packers' wage scale calls for nine hours a day with exception of pay Saturday which shall be eight hours; therefore be it

RESOLVED, That nine hours shall constitute a day's work with the exception of Saturday which shall be eight hours.

The committee recommended rejection.

On motion by T. M. Woods the committee's recommendation was adopted.

##### RESOLUTION No. 42.

By Local Union No. 25 (Packers) East Liverpool, O.

Whereas, The present cost of living is exorbitant and no relief in sight; and

Whereas, The present prices paid for packing is inadequate to the expenses incurred by the men working at the trade; therefore be it

Resolved, That twenty per cent (20 pct.) be added to the prices now being paid for packing.

The committee recommended rejection.

The recommendation of the committee was adopted.

##### RESOLUTION No. 38.

By Local Union No. 20 (General Ware, Mixed) Steubenville, O.

Whereas, The cost of living has increased in the last two



years one hundred per cent; and

Whereas, The cost of help has increased at least fifty per cent; and

Whereas, The high wages paid in other industries has made help almost impossible to get; and

Whereas, All other industries have been raised from fifteen to twenty-five per cent; therefore be it

Resolved, That a general increase of twenty-five per cent on the present price list be asked at our next wage conference.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 29

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

Resolved, That all thin cups that are three thirty-seconds of an inch in thickness shall be classed as extra thin and pay one-fourth ( $\frac{1}{4}$  c) cent extra on each dozen.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 12.

By Local Union No. 6 (General Ware, Mixed) Wheeling, W. Va.

Whereas, In many of the smaller shops there is not enough clay used to hire a clay carrier to let him get a day's work; and

Whereas, We think sweeping of the shop should be done at the firm's expense; therefore be it

Resolved, That all clay be furnished on all workmen's benches in all generalware potteries free of charge; and be it further

Resolved, That all sweeping done in the clay shops be paid for by the firms.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 11.

By Local Union No. 6 (General Ware, Mixed) Wheeling, W. Va.

Whereas, It is the unanimous opinion of this local that the present law regarding jiggermen to hold their crews 30 minutes accidental stoppage power is a detriment in that in many cases the foreman requests or demands men to return to work after 30 minutes have elapsed, and refusal to comply with said requests often result in ill feeling and in many cases malice being directed at jiggerman who refuses; therefore be it

Resolved, That any workman who is requested or commanded to work after a breakdown or accident after losing 30 minutes be paid for all time lost at the rate of 65 cents per hour, also each of his helpers receive their accustomed pay from the firm.

The committee recommended rejection.

The recommendation of the committee was adopted.

## RESOLUTION No. 1.

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Whereas, Many resolutions demanding an advance on certain classes of work in the different departments will no doubt be submitted to this convention, and

Whereas, The maintenance of unity and co-operation within our organization is of supreme importance and should be promoted for the purpose of advancement and progress; therefore be it

Resolved, That instead of making a demand for an advance in certain classes of work, that we ask for an increase of 20 per cent on the present uniform wage scale, applying alike to all the different departments under the jurisdiction of the National Brotherhood of Operative Potters.

The committee recommended rejection.

The recommendation of the committee was adopted.

## RESOLUTION No. 151.

By Local Union No. 97 (General Ware, Mixed) Mt. Clemens, Michigan.

Whereas, Blocking and casing in the mould department are underpaid, it requiring more skill than other work, which is better paid for; therefore be it

Resolved, That the man who does the blocking and casing be paid on an average per day of what he had earned the twelve (12) days worked previous to the time of such blocking and casing, the average of what he had earned at making moulds, such blocking and casing must be done in good shape, and in case such work is not what it should be, and must be done over, he will not receive any wages for doing it a second time, if it is any fault of his workmanship. If such work must be done over by another party, the party that did the first work shall be charged for the wages of the second party's work.

The committee recommended rejection.

The recommendation of the committee was adopted.

## RESOLUTION No. 138.

By Local Union No. 81 (Mouldmakers) Trenton, N. J.

Resolved, That day wage general ware mouldmakers shall receive \$24.00 per week and 50 hours to constitute a week's work.

The committee recommended that this resolution be withdrawn at the request of the delegate from L. U. 81.

Recommendation of the committee was adopted.

## RESOLUTION No. 126.

By Local Union No. 75 (General Ware, Mixed) Coshocton, O.

Whereas, The firm demands that the mouldmakers of L. U. 75 put all flat moulds on boards; and

Whereas, The mouldmakers have to carry all boards from the green room; therefore be it

Resolved, That the firm furnish special boards for the mould shop.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 39.

By Local Union No. 22 (Mouldmakers) East Liverpool, Ohio.

Whereas, The mouldmakers received a 10 per cent reduction on the uniform price list and the cost of living has advanced and we believe that we are entitled to full list prices; and

Whereas, The men who are doing the blocking and casing are not paid a fair price for assuming the responsibility attached to said work; therefore be it

Resolved, That the list price be restored to the making of moulds and that 65c per hour be paid for blocking and casing.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 144.

By Local Union No. 95 (Decorating Kilnfiremen and Kiln-placers) East Liverpool, Ohio.

Whereas, It is a fact that every trade in the potting industry that is organized at this time is being paid time and one-half or double time for Sunday work and over time; and

Whereas, It is also a fact that there are many occasions where the decorating kilnmen are asked to work on Sundays, and at hours other than the regular working hours, and in many occasions it is uncalled for and in most cases it is to please some decorating kilnfireman or decorating foreman, who has been negligent in getting his orders out, and the decorating kilnmen are made to work on Sunday, in most cases the time that is pulled up on Sunday is lost during the pay; therefore be it

Resolved, That each and every decorating kilnman be paid double time for Sunday; and be it further

Resolved, That each and every decorating kilnman be paid time and half time for overtime; over time means any time other than the regular working hours.

The committee recommended that Resolution No. 144 be adopted with the following amendment: That we strike out the words "decorating kilnmen" and insert the word "craft" instead.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

#### RESOLUTION No. 134.

By Local Union No. 76 (General Ware, Mixed) Buffalo, N. Y.

Whereas, Owing to the present high cost of living which is constantly increasing, we, the printers of the potting industry, receiving a daily wage of three (\$3.00) dollars per day, deem this to be insufficient to live upon; therefore be it

Resolved, That on and after the expiration of the present agreement the printers be granted four (\$4.00) dollars per day, eight hours to constitute a day's work.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 148.

By Local Union No. 97 (General Ware, Mixed) Mt. Clemens, Michigan.

Whereas, The clay department is the only remaining branch of the trade that has to do dead work, such as carrying out old moulds, carrying new moulds in, etc.; therefore be it

Resolved, That all moulds be delivered at the workman's bench and all old moulds be thrown out at the expense of the firm.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 118.

By Local Union No. 74 (General Ware, Mixed) Carrollton, O.

Resolved, That after October 1, 1917, the firm shall hire and pay the clay carrier.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 15.

By Local Union No. 7 (Sanitary, Mixed) Tiffin, Ohio.

Whereas, The general ware manufacturers on the first full pay after the 15th of November, 1916, granted to their casters a five per cent increase; and

Whereas, Some manufacturers in the manufacture of sanitary and general ware, mixed, have refused to give to their caster said five per cent, claiming they were not taken into consideration on same; therefore be it

Resolved, That the conferees to the general ware conference be instructed to demand a five per cent increase on all casted syrup jars and work of similar nature.

The committee recommended that this resolution be withdrawn at the request of the delegates from Local Union No. 7.

On motion by T. M. Woods the committee's recommendation was concurred in.

#### RESOLUTION No. 147.

By Local Union No. 95 (Decorating Kilnfiremen and Kiln-placers) East Liverpool, Ohio.

Whereas, It is the opinion of this local that such work as fixing old racks, assembling new racks, putting thimbles on racks, cleaning out the pits and whitewashing bats and props is not the regular work of decorating kilnmen; and

Whereas, In most shops the men are paid extra for this

work; therefore be it

Resolved, That hereafter the men shall be paid extra for this work on a day wage basis, at the same rate of pay as they receive for their regular work.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 146.

By Local Union No. 95 (Decorating Kilnfiremen and Kiln-placers) East Liverpool, Ohio.

Whereas, It is the talk at this time that before another winter is upon us, that a number of the potteries in the East Liverpool district will be using coal in the place of gas under their decorating kilns; and

Whereas, If this much talked of change takes place, it will be a complete change in the working conditions of this department, and will mean almost one-half more work upon the men of this department; therefore be it

Resolved, That in shops where the use of coal is substituted for gas, that the firms making this change pay sixty-five cents (65c) additional for each kiln fired with coal; and be it further

Resolved, That this sixty-five cents (65c) be paid to one extra man, whose duty it will be to put on all batings, haul in all coal, haul out all ashes, build all fires and do all other work that comes under the head of firing decorating kilns with coal; and be it further

Resolved, That each placer shall be paid an additional 25c per kiln if this change takes place.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 44.

By Local Union No. 25 (Packers) East Liverpool, Ohio.

Whereas, The packing trade is very laborious and dusty; we consider nine hours enough for a day's work and do not care for any more, but the manufacturer insists on the work being done after hours or on Sunday; therefore be it

Resolved, That time and one-half be paid for all over time; and be it further

Resolved, That double time be paid for all Sunday work.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 145.

By Local Union No. 95 (Decorating Kilnfiremen and Kiln-placers) East Liverpool, Ohio.

Resolved, That the day wage workers of this trade be paid an increase from \$2.75 and bonus and 5 per cent increase to \$3.50 and bonus and 5 per cent increase; start at 7 a. m. and leave the shop when the kilns are drawn and placed.

The committee recommended rejection.

The recommendation of the committee was adopted.



## RESOLUTION No. 60.

By Local Union No. 31 (General Ware, Mixed) East Palestine, Ohio.

Resolved, That at the expiration of the present agreement the warehousemen that have been working in the warehouse for three years or more shall receive \$3.50 per day.

The committee recommended rejection.

The recommendation of the committee was adopted.

## RESOLUTION No. 36

By Local Union No. 17 (Kilndrawers) East Liverpool, Ohio.

Whereas, We, the members of Kilndrawers' Local No. 17, believe that the price of drawing kiln is not as high as it should be, owing to the prevailing high prices of foodstuffs; therefore be it

Resolved, That at the expiration of the present agreement the price per hundred cubic feet be placed at 48 cents for bisque kilns, and 50 cents for glost kilns, \$1.00 extra for each kilnman's day excess flat in first ring of bisque kiln, 25 cents extra to be paid the boss of the crew.

The committee recommended rejection.

The recommendation of the committee was adopted.

## RESOLUTION No. 105.

By Local Union No. 53 (Finishers) East Liverpool, Ohio.

Whereas, Through the delegates of our local to the Potters' Central Body it has been brought to our attention that the jiggermen of Local Union No. 12 introduced a resolution in that body, with the intention of submitting it to this convention, seeking to have all help paid by the firm, the jiggermen to retain the right to hire and discharge such help; and

Whereas, We believe that if this resolution is adopted it will have the effect of annulling the law adopted by the 1915 convention, which provides that "whatever rate per cent a jigged article may be advanced in price, the same rate per cent increase shall apply to the finishing price of the article or articles affected; and

Whereas, In our judgment no method can long continue satisfactory where one person does the hiring and discharging, and another person the paying; therefore be it

Resolved, That that part of the jiggermen's resolution, seeking to change the present custom of paying the finisher, be stricken out, and that the existing law granting the finisher a pro rata share of any increase granted on any jigged article be reaffirmed by this convention.

The committee recommended rejection.

The recommendation of the committee was adopted.

## RESOLUTION No. 103.

By Local Union No. 52 (General Ware, Mixed) Kittanning, Pa.

Whereas, There are many articles in the finishing price list

that have always been underpaid; therefore be it

Resolved, That the following list be adopted, same to be paid the finishers by the firm, finishers to send in their own time and draw their own pay from the office:

	Per 100 doz.
Bowls, 36's, granite .....	\$2.00
Bowls, 30's, granite .....	2.50
Bowls, 24's, granite .....	2.50
Bowls, C C, to be paid same as granite.	
Basins, all sizes .....	6.00
Butter plate bottoms .....	2.75
Cups, granite .....	1.50
Cups, C C, to be paid same as granite.	
Cup plates, plain edge .....	.88
Cup plates, festoon .....	.98
Chop plates .....	3.30
Cake plates, ordinary round .....	2.20
Drainers .....	2.75
Fruits, plain edge, 4-inch .....	.88
Fruits, plain edge, 5-inch .....	.93
Ice creams, plain edge .....	.88
Individual butters, plain edge .....	.88
Tea saucers, plain edge .....	.88
Coffee saucers, plain edge .....	.90
Individual butters, festoon .....	.98
Ice Cream, festoon .....	.98
Fruits, 4-inch, festoon .....	.98
Fruits, 5-inch, festoon .....	1.03
Tea saucers, festoon .....	.98
Coffee saucers, festoon .....	1.03
Saucers, jumbo .....	1.05
Nappies, granite, 3-4-5-6-7-8-inch .....	2.20
Nappies, granite, 9-inch .....	3.00
Nappies, C C, to be paid same as granite.	
Oyster nappies to be paid same as granite.	
Orange bowls .....	2.20
Oat meals .....	1.10
Plates, 3-inch, plain edge .....	.88
Plates, 4-inch, plain edge .....	.90
Plates, 5-inch, plain edge .....	1.23
Plates, 6-inch, plain edge .....	1.25
Plates, 7-inch, plain edge .....	1.36
Plates, 8-inch, plain edge .....	1.40
Plates, 3-inch, hotel, half thick, roll edge and welt edge..	.93
Plates, 4-inch, hotel, half thick, roll edge and welt edge..	.95
Plates, 5-inch, hotel, half thick, roll edge and welt edge..	1.28
Plates, 6-inch, hotel, half thick, roll edge and welt edge..	1.30
Plates, 7-inch, hotel, half thick, roll edge and welt edge..	1.41
Plates, 8-inch, hotel, half thick, roll edge and welt edge..	1.45
Plates, 3-inch, festoon .....	.98
Plates, 4-inch, festoon .....	1.00
Plates, 5-inch, festoon .....	1.33
Plates, 6-inch, festoon .....	1.35
Plates, 7-inch, festoon .....	\$1.46
Plates, 8-inch, festoon .....	1.50
Coup soups, 6-inch, plain edge .....	1.30
Coup soups, 7-inch, plain edge .....	1.4
Coup soups, 8-inch, plain edge .....	1.45

Coup soups, 6-inch, festoon .....	1.40
Coup soups, 7-inch, festoon .....	1.51
Coup soups, 8-inch, festoon .....	1.55
Deep plates, 4-inch, plain edge .....	1.00
Deep plates, 5-inch, plain edge .....	1.28
Deep plates, 6-inch, plain edge .....	1.30
Deep plates, 7-inch, plain edge .....	1.41
Deep plates, 8-inch, plain edge .....	1.45
Deep plates, 5-inch, festoon .....	1.38
Deep plates, 6-inch, festoon .....	1.40
Deep plates, 7-inch, festoon .....	1.51
Deep plates, 8-inch, festoon .....	1.55

The above price list shall not include moving boards, carrying out or buying sponges or finishing tools.

The committee recommended rejection.

Recommendation of the committee was adopted.

#### RESOLUTION No. 104.

By Local Union No. 52 (General Ware, Mixed) Kittanning, Pa.

Whereas, The cup finisher has been receiving one-fourth of a cent for moving his own ware for a distance of ninety-four (94) feet; therefore be it

Resolved, That he receive one-fourth of a cent for a distance of forty (40) feet from cellar to bench, and any distance over forty (40) feet be settled accordingly.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 165.

By Local Union No. 11 (General Ware, Mixed) Baltimore, Md.

Resolved, That 18's C. C. bowls be increased in price to nine (9) cents per dozen, and 12's C. C. bowls be increased to 12 cents per dozen.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 164.

By Local Union No. 11 (General Ware, Mixed) Baltimore, Md.

Resolved, That all sizes of C. C. nappies, from seven (7) inch up, be increased in price as follows:

7-inch increased to 10 cents per dozen; 8-inch increased to 12½ cents per dozen; 9-inch increased to 15 cents per dozen; 10-inch increased to 18 cents per dozen.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 20.

By Local Union No. 9 (Kilnmen) East Liverpool, Ohio.

Resolved, That all general ware kilnmen receive sixty cents (60c) per hour for kiln work. Working hours to start at 7 a.

m., work till 9:30 a. m., begin at 10 a. m., work till 12 m., begin at 1 p. m., work till 4 p. m., making \$4.50 for 7½ hours' work. Time and a half for all overtime.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 61.

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, Since the introduction of the cubic foot system into the kiln trade many changes have taken place; and

Whereas, All hollow ware such as ewers, chambers, wash bowls, jugs, etc., are seldom found in general ware plants since the inception of the sanitary industry; and

Whereas, General ware kilnmen have been placing 162 cubic feet in glost and 212 cubic feet in bisque since cubic foot system was adopted by the trade, notwithstanding the inequalities that exist at the present time; therefore be it

Resolved, That after the expiration of our present agreement, all general ware kilnmen shall be paid \$3.00 per kilnman's day's work.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 62.

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, China kilnmen have been paid at the rate of \$2.00 per kilnman's day in glost and \$2.25 per kilnman's day in bisque; and

Whereas, Exorbitant prices for the necessities of life are charged by the merchants who control same; therefore be it

Resolved, That after October 1st, 1917, all china kilnmen shall be paid \$3.00 per kilnman's day work.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 63.

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, It has been the custom in some of the general ware shops to stilt saucers in first ring without receiving any extra compensation; therefore be it

Resolved, That after the expiration of our present agreement kilnmen shall receive one day extra for every two bung of saucers stilted in first ring.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 64.

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, Manufacturers of general ware today are drifting away from the making of open or hollow ware, and are going into the making of flat ware to such an extent as to require

glost kilnmen to do a great amount of pinning for which no extra compensation is allowed; in the majority of general ware potteries conditions have come to such a point whereby glost kilnmen are compelled to place the entire second ring with four pocket saggars, principally saucers and fruits, which works a hardship on said kilnmen; therefore be it

Resolved, That on and after the expiration of the present agreement, 10 bung four pocket saggars, known as double banjos, shall be allowed in middle of each kiln, all over that amount shall be paid at the rate of 50 cents per bung extra.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 65.

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, A majority of general ware manufacturers have done away with the making of toilet ware since signing the uniform scale and have substituted in its place table and toy ware, known as solid placing which requires bisque kilnmen to place an excessive amount of flat ware in first ring, receiving for same one-quarter day extra for each day's work, making it impossible for said kilnmen to earn a living wage; therefore be it

Resolved, That on and after the expiration of our present agreement all flat ware placed in first ring of bisque kiln shall be paid at the rate of one day extra for every four bung placed in first ring.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 113.

By Local Unions No. 44 and 59 (General Ware, Mixed)  
Sebring, Ohio.

Whereas, As all first ring in bisque kilns are solid flat ware, and some firms are compelling bisque kilnmen to count saggars in first ring 72 saggars for each quarter of a day, and the firm claims four saggars on the bottom of each bung, and the bisque kilnmen claim that this is an injustice to them as they are compelled to place from 152 to 154 saggars of flat in each kiln and get nothing for it; therefore be it

Resolved, That this convention grant relief to the bisque kilnmen, and that the firm be compelled to pay for every sagger in first ring; as it now stands the bisque kilnmen are losing one-half day on all bisque kilns.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 129.

By Local Union No. 76 (General Ware, Mixed) Buffalo, N. Y.

Whereas, We the bisque kilnmen, believe it to be an injustice to be asked to place dishes at the same rate of pay as other ware; therefore be it



Resolved, That on and after the expiration of present agreement all sagger's of dishes be paid two for one.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 57

By Local Union No. 31 (General Ware, Mixed) East Palestine, Ohio.

Whereas, It has been the custom for kilnhands to pay half of pinboy's wages, and we as kilnhands consider it an injustice; therefore be it

Resolved, That after the expiration of the present agreement the firm be required to pay the full wage of the same, and each kiln crew be supplied with clean sagger's; and be it further

Resolved, If it is impossible to get a pinboy and kilnhands are compelled to clean their own sagger's, they shall receive pinboy's wages for doing the same.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 132.

By Local Union No. 76 (General Ware, Mixed) Buffalo, N. Y.

Resolved, That at the expiration of the present agreement all common sagger's be increased from five (5) cents to six (6) cents each; ewer sagger's increased from five and one-half ( $5\frac{1}{2}$ ) cents to 10 cents each, and all pin sagger's be increased two (2) cents each.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 133.

By Local Union No. 76 (General Ware, Mixed) Buffalo, N. Y.

Resolved, That saggermakers receive \$5 per day, flat rate, eight hours to constitute a day's work, firm to furnish and pay all help.

The committee recommended rejection.

The recommendation of the committee was adopted.

Resolutions Nos. 158, 159 and 160, by Local Union No. 100.

The committee recommended rejection of the above resolutions.

Action deferred until the Sanitary Price List Committee reports on same resolutions.

(For final action see Friday afternoon's minutes, July 13th.)

#### RESOLUTION No. 142.

By Local Union No. 86 (Warehousemen) East Liverpool, Ohio.

Whereas, It is a known fact that warehousemen are the poorest paid branch of the trade; and

Whereas, We consider that warehouse work is a skilled

trade; therefore be it

Resolved, That the following wage scale be granted by the delegates of the N. B. of O. P. now assembled:

That all warehousemen who have served three years in the warehouse be paid a journeyman's rate of four dollars per day; this does not include foremen or boss warehousemen; the rate of pay for apprentice warehousemen shall be as follows: First three months, \$2.25 per day; second three months, \$2.50 per day; next six months, \$2.75 per day; second year, \$3.50 per day; third year, \$3.50 per day, and after the third year \$4.00 per day; that each shop employing five journeymen shall be entitled to one apprentice and one additional apprentice to every five journeymen and no additional apprentice shall be put on as long as a journeyman or one serving a term of apprenticeship is seeking employment.

The committee recommended the adoption of the following substitute for Resolution No. 142:

Resolved, Apprentice warehousemen may be employed in the following maximum ratio: That each shop employing five or less journeymen shall be entitled to one apprentice and one additional apprentice to every five journeymen; and no journeyman shall be discharged to make room for an apprentice, and no apprentice at present employed shall be discharged for the purpose of establishing the foregoing ratio.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

#### RESOLUTION No. 100

By Local Union No. 49 (Packers) Trenton, New Jersey

Resolved, That the following prices be paid for general ware packing

Crates .....	80c
Demerra 00, 42X42 .....	70c
Demerra 00, 40X42 .....	60c
Sugars and Molasses, 36X40 .....	50c
Sodas, 32X40 .....	40c
Clay Tierce, 30X36 .....	35c
Full Tierce, 27X36 .....	30c
Three-fourth Tierce, 22X36 .....	30c
Barrel and half, 24X30 .....	20c
Barrel, 22X30 .....	20c
All barrels less than 22X30 .....	15c
Kegs less than barrel size .....	10c

No. 1 Box, Holding 100 and 112 piece dinner set shall be paid the same as a barrel,.....15c  
 No. 2 Box, size 3.400 and 5.500 cubic inches.....10c  
 No. 3 Box, size 3.400 cubic inches or less,..... 8c

All boxes that are banded shall be paid two and one-half cents per band.

All crates that are banded shall be paid five cents per band.

That day wage packing shall be four dollars (\$4.00) per day and eight-hours shall constitute a days work.

The committee recommended rejection.

The recommendation of the committee was adopted.

## RESOLUTION No. 180

By Local Union No. 40, Trenton, New Jersey.

In order to clear up a possible misunderstanding in regard to Resolution No. 28 that it might apply only to white granite and C. C. workmen, the following resolution is offered:

Resolved, That resolution No. 28 be made to apply to the china, white granite and C. C. jiggermen; also any other resolution be made to apply to the china workers.

The committee recommended adoption.

The recommendation of the committee was adopted.

## RESOLUTION No. 58.

By Local Union No. 31 (General Ware, Mixed) East Palestine, Ohio.

Whereas, The government has established the eight-hour day in all government work, and other trades are enjoying the same privilege; also the railroaders just recently receiving the same; therefore be it

Resolved, That after the expiration of the present agreement the eight-hour working day shall be adopted in all trades governed by the N. B. of O. P.; and be it further

Resolved, That if anyone is compelled to work over eight hours, he be paid time and a half for all such work.

The committee recommended rejection.

The recommendation of the committee was adopted.

## RECOMMENDATION OF RESOLUTION COMMITTEE.

In response to the forceful appeal made to the convention Wednesday morning by Bro. Hugh J. Glover on behalf of the Danbury hatters, we, your resolutions committee, respectfully recommend that this convention donate \$100.00 for their aid, and that our national secretary be authorized to forward the organization's check for the aforesaid amount to the United Hatters of North America, 72 Bible House, Astor Place, New York, today.

Motion by Will T. Blake that the recommendation of the Resolution Committee be adopted.

Motion carried.

## REPORT OF COMMITTEE ON APPEALS AND GRIEVANCES

## RESOLUTION No. 169

By Local Union No. 91

The committee recommended adoption.

Motion by Louis Driber that the recommendation of the committee be concurred in.

The hour of adjournment having arrived, committee meetings were announced after which the convention adjourned with Resolution No. 169 still pending.

## Thursday, July Twelfth

### AFTERNOON SESSION

The convention was called to order by President Menge.  
Minutes of the previous session were read and approved.

#### RESOLUTION No. 169

By Local Union No. 91 (Decorators) Trenton, N. J.

Whereas, The Executive Board of the N. B. of O. P. in 1915 conference, requested Local Union No. 91 to "mark time" on their demands for the reason that the decorators in the West were not organized and if the N. B. of O. P. secured the demands for the members of Local Union No. 91 the non-members in the West would also benefit and therefore refuse to affiliate themselves with the organization; and

Whereas, The situation is now reversed and those not affiliated have received advances and we of No. 91 have not received any advances; and

Whereas, We believe the explanation of Bro. Secretary John T. Wood in reply to our communication of May 24th, does not relieve the N. B. of O. P. from including the members of Local Union No. 91 in recent advances; therefore be it

Resolved, That we, the members of Local Union No. 91, demand that this convention instruct the Executive Board to immediately take steps to secure for us the advances recently granted by manufacturers in East Liverpool and vicinity.

The above resolution was pending at the close of the morning's session.

The recommendation of the Committee on Appeals and Grievances was for adoption.

The motion before the convention was to adopt the committee's recommendation.

The following substitute was offered by Delegate T. B. Dennis to take the place of Resolution No. 169:

Resolved, That the members of Local Union No. 91 take immediate steps to secure from their respective employers the advance recently granted to decorators by the manufacturers in East Liverpool, O. In the event of any manufacturer refusing to grant said increase the same shall be referred to the Executive Board who shall prosecute said claim to the point of calling out the decorators.

On motion the substitute for Resolution No. 169 was adopted.

Motion by William McPhail that the convention adjourn until Friday morning.

The motion lost, only 19 delegates voting in favor of the motion.

## RESOLUTION No. 35.

By Local Union No. 16

The convention passed a substitute for Resolution No. 35 at Monday morning's session, July 9th. (See minutes for original resolution and substitute.) At the Tuesday morning's session a motion was carried to reconsider the action of the convention on Resolution No. 35. On motion the resolution was referred back to the Committee on Appeals and Grievances.

The committee recommended the following amended substitute for Resolution No. 35:

## SUBSTITUTE FOR RESOLUTION No. 35.

By Local Union No. 16 (Saggermakers) East Liverpool, Ohio.

Whereas, We believe that the Executive Board was absolutely correct in their expulsion of the members of Local Union No. 16, having acted in the only way possible under our laws and agreements; and

Whereas, We also believe there is merit in the appeal of said local union as embodied in Resolution No. 35, in that not alone do those members who voted to violate the agreement suffer, but so also do their families suffer; and

Whereas, It is our opinion that the members have been sufficiently punished by the embarrassment of expulsion and fine; therefore be it

Resolved, That they be restored to the same standing as when they were expelled, but in no wise is this action to be construed as being an approval of their act. This resolution to effect only those members who have complied with the agreement entered into between the national officers and saggermakers on date of September 27th, 1916. It is understood that per capita tax for the month of September, 1916, must also be paid.

Motion by Louis Driber that the recommendation of the committee be concurred in.

Motion carried

## REPORT OF FINANCE COMMITTEE.

## RESOLUTION No. 196

By Delegates T. B. Dennis and Harry Hassall of Local Union No. 45.

Resolved, That the salaries of the National President, First Vice President and Secretary-Treasurer be increased 15 per cent; and be it further

Resolved, That the matter be submitted to a vote of the trade and if it receives endorsement said advance shall take effect immediately.

The committee recommended rejection.

On motion by Homer C. Owen the recommendation of the committee was concurred in.



## RESOLUTION No. 190.

By J. Vern Johnston.

Whereas, We have learned that Mrs. A. S. Hughes, widow of the late Bro. A. S. Hughes, is no longer in need of aid from the N. B. of O. P.; therefore be it

Resolved, That the annuity of Mrs. A. S. Hughes be discontinued.

The Committee on Finance recommended that this matter be left in the hands of the Executive Board to make a thorough investigation, which is covered by Section 107 of the National Constitution and act according to their best judgment.

On motion by Homer C. Owen the recommendation of the committee was concurred in.

## REPORT OF COMMITTEE ON GENERAL WARE PRICE LIST

## RESOLUTION No. 122.

By Local Union No. 74 (General Ware, Mixed) Carrollton, O.

Resolved, That after October 1, 1917, all St. Denis cups be paid the same price for turning and topping and polishing as thin teas.

The committee recommended rejection.

The recommendation of the committee was adopted.

## RESOLUTION No. 37.

By Local Union No. 18 (Dippers) East Liverpool, Ohio.

Whereas, The present condition of our branch of the trade in the cutting down or reducing the height of ware and saggers thereby causing more pieces of ware and extra work to be put in the same space as formerly, and in addition the excessive high cost of living compels us to ask for the appended increase in wages; therefore be it

Resolved, That on and after the expiration of the present wage agreement the price for dipping (hooking ware) shall be 75c net per kilnman's day of 162 cubic feet; and furthermore, having the unanimous support and endorsement of L. U. No. 18, Dippers, we pray your honorable body to grant us the relief we are entitled to by adopting this resolution.

The committee recommended rejection.

The recommendation of the committee was adopted.

## RESOLUTION No. 90.

By Local Union No. 41 (Dippers) Trenton, N. J.

Whereas, Owing to the fact that there have been many changes in the general ware potteries by doing away with toilet ware and hollow ware, which works a hardship on the dippers, requiring them to dip much more ware for a kiln; therefore be it

Resolved, That on and after the expiration of the present agreement that the dippers receive 80 cents per kilnman's day.

The committee recommended rejection.

The recommendation of the committee was adopted.

RESOLUTION No. 91.

By Local Union No. 41 (Dippers) Trenton, N. J.

Whereas, Some potteries require the dipper to dip saucers for the first ring that are stilted in oval saggars, thus escaping the price paid for pin ware in the first ring; therefore be it

Resolved, That all saucers stilted in the first ring shall be paid at the same rate as pin ware in the first ring.

The committee recommended rejection.

The recommendation of the committee was adopted.

RESOLUTION No. 92.

By Local Union No. 41 (Dippers) Trenton, N. J.

Whereas, It is the custom for some potteries to put the second ring in with saucers and fruits with four pocket saggars; therefore be it

Resolved, That all over 10 bung of four pocket saggars that go in the middle of the kiln one extra day shall be paid for every three bungs.

The committee recommended rejection.

The recommendation of the committee was adopted.

RESOLUTION No. 93.

By Local Union No. 41 (Dippers) Trenton, N. J.

Whereas, We believe it unfair to the dippers for the boss

dipper to be paid 50 cents per day out of the time of the kilns; therefore be it

Resolved, That in all potteries the firm shall pay the boss dipper the 50 cents per day.

The committee recommended rejection.

The recommendation of the committee was adopted.

RESOLUTION No. 130.

By Local Union No. 76 (General Ware, Mixed) Buffalo, N. Y.

Whereas, To meet the high cost of living the dippers are only receiving five per cent increase; therefore be it

Resolved, That after the present wage agreement expires the firm shall pay 85c per kilnman's day.

The committee recommended rejection.

The recommendation of the committee was adopted.

RESOLUTION No. 131.

By Local Union No. 76 (General Ware, Mixed) Buffalo, N. Y.

Whereas, Since the contract system dipper has been abolished the dipper receives 50 cents per day from the crew for looking after the work and the dipping house, he is held

responsible by the firm for all that happens in the dipping house which is a great benefit to the firm and not to the men; therefore be it

Resolved, That after the present wage agreement expires the firm shall pay 50 cents per day to boss dipper.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 23.

By Local Union No. 10 (Turners and Handlers) East Liverpool, Ohio.

Whereas, We believe the price for turning one piece sherbert or ice cream off of block at Taylor, Smith & Taylor Pottery at Chester, W. Va., is not sufficiently paid for; therefore be it

Resolved, That the price for this article be increased from 11c to 14c per dozen.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 25.

By Local Union No. 10 (Turners and Handlers) East Liverpool, Ohio.

Whereas, We believe that the price for topping and polishing block cups is unfair; therefore be it

Resolved, That the price for topping and polishing be increased one-half ( $\frac{1}{2}$ c) cent per dozen.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 26.

By Local Union No. 10 (Turners and Handlers) East Liverpool, Ohio.

Whereas, The present price for turning cable mugs is not satisfactory; therefore be it

Resolved, That the price for turning cable mugs shall be advanced two (2) cents per dozen on each size.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 71

By Local Union No. 36 (Turners and Handlers) Trenton, N. J.

Whereas, The high cost of living has forced us to ask for an increase in wages; and

Whereas, We believe in being consistant and fair in all our dealings; and

Whereas, To ask less than 20 per cent would be unfair to ourselves and force our members to seek other employment; therefore be it

Resolved, That we damand 20 per cent increase for the entire general ware turners.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 72.

By Local Union No. 36 (Turners and Handlers) Trenton, N. J.

Whereas, There is no recognized printed day wage scale for general ware turners and throwers; therefore be it

Resolved, That the minimum day wage scale for turning shall be \$5.00 per day of eight hours, four hours on Saturday for full day. The minimum day wage scale for throwing shall be \$6.00 per day of eight hours, four hours on Saturday to constitute a full day.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 21.

By Local Union No. 10 (Turners and Handlers) East Liverpool, Ohio.

Whereas, The Turners and Handlers have the lowest apprentice ratio of any branch of the trade; therefore be it

Resolved, That no apprentice turner or handler shall be started at the trade as long as the secretary-treasurer, in the West, and the first vice president, in the East, can supply a competent journeyman within seven days after receiving notice of a vacancy.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 67.

By Local Union No. 36 (Turners and Handlers) Trenton, N. J.

Whereas, The high cost of help makes it impossible for the handlers to get along under the present prices; therefore be it

Resolved, That after October 1, 1917, no cups be handled for less than 4½ cents per dozen in semi-porcelain.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 24.

By Local Union No. 10 (Turners and Handlers) East Liverpool, Ohio.

Whereas, We believe that the price for handling St. Denis and Baltimore teas and coffee cups is unfair; therefore be it

Resolved, That the price for handling St. Denis and Baltimore teas and coffee cups be increased one-half (½c) cent per dozen.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 68.

By Local Union No. 36 (Turners and Handlers) Trenton, N. J.

Whereas, The opinion of the members of Local 36 is that it is an injustice to compel handlers to trim cups; therefore be it

Resolved, That the above clause be excluded from our next agreement.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 123.

By Local Union No. 74 (General Ware, Mixed) Carrollton, O.

Resolved, That after October 1, 1917, all block handled St. Denis cups be paid the same price as thin teas for handling.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 27.

By Local Union No. 10 (Turners and Handlers) East Liverpool, Ohio.

Whereas, There have been many disputes between the manufacturers and turners and handlers in regard to the thickness of thin cups; therefore be it

Resolved, That all thin cups averaging less than three thirty-seconds of an inch in thickness shall be classed as extra thin, and pay extra thin price for turning and handling, according to the uniform wage agreement.

The committee recommended adoption.

The recommendation of the committee was adopted.

### REPORT OF COMMITTEE ON LAW

#### RESOLUTION No. 41.

By Local Union No. 22 (Mouldmakers) East Liverpool, Ohio.

Whereas, Local Union No. 22 believe that the present rule that applies to appointing shop committees is unsatisfactory for the reason that the majority of locals have not enough members on the different factories to appoint a shop committee and we believe that a committee consisting of one member of each branch of the trade would be a fairer method for all concerned; therefore be it

Resolved, That Section 186 of the Constitution of the N. B. of O. P. be changed to read as follows: "The shop committee shall be composed of one member from each craft, said member to be appointed by the president of his or her local union."

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 167

By Local Union No. 97 (General Ware, Mixed) Mt. Clemens, Michigan.

Whereas, It is the custom of some men in the potting trade



to travel from one town to another, following their trade in the potteries, and when they go to leave a town they leave a lot of unpaid debts, such as house rent, groceries, meat, board and bills, borrowed money, help unpaid, etc., thus making it harder for the honest man left behind to secure credit, and the necessary help for him to follow his trade; therefore be it

Resolved, That the N. B. of O. P. publish the names of such parties wherever they go, thus saving others from becoming their victims.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 32.

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

Whereas, As members of No. 12 we believe that the system of our standing committee electing their chairman and also the holdover, is unjust to the active members of the N. B. of O. P., and we think that the candidate receiving the largest vote at the election should be the chairman and also the holdover; therefore be it

Resolved, That the 1917 convention change our laws to read that the chairman and holdover of our Western Standing Committee shall be the candidate receiving the largest vote.

The committee recommended adoption.

The recommendation of the committee was adopted.

#### RESOLUTION No. 178.

By Local Union No. 79, Columbus, Ohio.

Resolved, That the following words be added to Section 31 of the National Constitution: "And should any member of the N. B. of O. P. be nominated for vice president of the district in which they do not reside, their name shall not be placed on the ballot."

The committee recommended adoption.

The recommendation of the committee was adopted.

#### RESOLUTION No. 175

By Local Union No. 9 (Kilnmen) East Liverpool, Ohio.

We believe that Section 267 of the Constitution works an injustice on the kilnmen's local inasmuch as we are compelled to take our apprentices from the kilndrawers' local and in many cases the kilndrawers take prospective apprentices in their local and on the night in which they are initiated into the local they are granted a transfer card to the kilnmen's local, and they furnish them with a due book; therefore, we recommend that Section 267 be stricken from the Constitution.

The committee recommended adoption.

The recommendation of the committee was adopted.

#### RESOLUTION No. 168

By Local Union No. 10 (Turners and Handlers) E. Liverpool, O.

Whereas, We believe it unwise to have apprentices start at the pottery trade with no specified time in which to join the N. B. of O. P.; and

Whereas, Some special inducement should be made to those starting at the trade; therefore be it

Resolved, That our Constitution be so amended as to make the initiation fee \$1.50 for all apprentices who make application within six months from the time they start their apprenticeship.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 170

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, We believe the present method of handling local or shop disputes is too slow and is unsatisfactory to the majority of the membership of the N. B. of O. P.; therefore be it

Resolved, That when a grievance not covered by the wage scale or agreement, occurs in a shop, the same shall be reported to the local union by the shop committee or by those effected, and in case a settlement is not reached within two weeks from the date the grievance was reported to the local union, then the matter shall be placed in the hands of the grievance committee of the local union (committee to consist of three members and to be elected at the regular election of officers of the local union), and they shall have the power now vested in the standing committee.

In the event of the failure of the grievance committee to reach a settlement within two weeks, they shall report to the president of their local union who shall call a special meeting of the local (of which all members shall be constitutionally notified to take action thereon), and should the local union after hearing the report of the committee, deem the grievance of sufficient importance to sustain, said local union shall proceed to take a secret vote, and should the decision of three-fourths of the membership present be favorable to the grievance, they shall cease work until such a time as the grievance is satisfactorily settled; and be it further

Resolved, That when a strike of this kind is on, no member of the N. B. of O. P. shall be permitted to work in the pottery so affected, and all members affected shall receive full strike pay from the defense fund.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 161

By Local Union No. 100 (Sanitary, Mixed) Broadway, Va.

Resolved, That all members in good standing have a vote where the next convention is to held.

The committee recommended the adoption of the resolution with the following amendment: "Nominations for place of holding conventions shall be made on floor of convention."

The choice of place to be voted upon the first meeting in March.

Convention to be held in city receiving the highest vote.

The committee recommended the adoption of Resolution No. 161 as amended.

Recommendation of the committee adopted.

#### RESOLUTION No. 143.

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal.

Whereas, The present mode of conducting local strikes, or lockouts, seems to us very unsatisfactory in view of the fact when there is a local strike or lockout declared there is an immediate appeal for financial aid, or a ten cent per week assessment; and

Whereas, The said assessment is paid by only a portion of the total membership and is not general by any means, working a hardship on those members who contribute to all strikes or lockouts, while others fail to contribute to any; and

Whereas, In the days of elevated prices of all commodities the strike benefits of the present time are meagerly low and out of date as an incentive for members on strike to make any sacrifice or uphold the principal; and

Whereas, Any member on strike legally is entitled to protection by the N. B. of O. P., and should not be obliged to submit to charity, a thing we despise and aim to obliterate; therefore be it

Resolved, That in the future strike benefits shall be ten dollars (\$10.00) per week, the same to be paid out of the national defense fund, thereby discontinuing the present mode of financing strikes or lockouts, by the customary ten cent assessment; and be it further

Resolved, That should the national defense fund become dangerously low at any time from the drain of financing these strikes or lockouts, that the executive board be empowered to increase the one per cent defense per capita to one and one-half or two per cent if necessary, for one, two or three months, as they may demand, to reimburse the said fund; and be it further

Resolved, That the resolution applies to local strikes or lockouts only and has no bearing on a general strike; and be it further

Resolved, That section 74 and section 91 of the national laws be amended to conform with the foregoing resolution.

The committee recommended the adoption of the following substitute for Resolution No. 143:

Whereas, In the days of elevated prices of all commodities the strike benefits of the present time are meagerly low and out of date as an incentive for members on strike to make any sacrifice or uphold the principle; therefore be it

Resolved, That in the future strike benefits shall be ten (\$10) dollars per week; the member on strike shall be privileged to earn an amount equal to the strike benefits, this rule to apply only to local strikes.

Resolved, That in a general strike the benefits shall remain as heretofore, but the striking member shall be allowed to earn an amount equal to twice the amount received from the N. B. of O. P.

Resolved, That should the defense fund through the financ-

ing of strikes or lockouts, be reduced to a point fifty (50) per centum of the amount in the treasury prior to the strike or lockout, the Executive Board shall issue a call to the trade for an increase in the assessment.

Resolved, That Sections 74 and 91 of the National Laws be amended to conform with the foregoing resolution.

Motion by George Chadwick that we concur in the recommendation of the committee.

Motion carried.

#### RESOLUTION No. 31

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

Whereas, We, as members of Local Union No. 12, believe that Section 86 of our Constitution calling for a three-fourths ( $\frac{3}{4}$ ) strike vote is unjust to the more active members of the N. B. of O. P., and should, as we think, be amended to read majority instead; therefore be it

Resolved, That Section 86 of our Constitution be amended to read majority instead of three-fourths.

The committee recommended the rejection of Resolution No. 31 and offered the following substitute:

Whereas, The members of Local Union No. 12 believe that Section 86 of our Constitution calling for a three-fourths ( $\frac{3}{4}$ ) strike vote is unjust to the more active members of the N. B. of O. P., and should, as we think, be amended to read two-thirds instead; therefore be it

Resolved, That Section 86 of our Constitution be amended to read two-thirds instead of three-fourths.

Motion by George Chadwick that the recommendation of the committee be concurred in.

Motion carried.

#### RESOLUTION No. 17.

By Local Union No. 7 (Sanitary, Mixed) Tiffin, Ohio.

Resolved, That the second, third and fourth vice presidents shall be selected by and from the generalware trade and the first, fifth and sixth vice presidents shall be selected by and from the sanitary trade and the same shall constitute the sanitary standing committee.

The committee recommended rejection.

The recommendation of the committee was adopted.

Delegates Banner, Shaw, Platt and Moore (Herford) were recorded as voting against the committee's recommendation.

#### RESOLUTION No. 45.

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Resolved, That the second, third and fourth vice presidents shall be selected by and from the general ware trade, and the first, fifth and sixth vice presidents shall be selected by and from the sanitary trade and the same shall constitute the sanitary standing committee.

The committee recommended rejection.

The recommendation of the committee was adopted.

## RESOLUTION No. 192.

By J. Vern Johnston, Local Union No. 45, and Henry Strobel,  
Local Union No. 59.

Whereas, The Central Bodies, East and West, have found through their experience of the past year that the Central Body can be of great benefit to the N. B. of O. P. and to the pottery industry, provided that their powers and privileges are extended so as to permit them to present resolutions to conventions; therefore be it

Resolved, That the Central Bodies of the N. B. of O. P. be given the above mentioned power and privilege.

The committee recommended adoption.

The recommendation of the committee was adopted.

## RESOLUTION No. 173

By Local Union No. 46 (Sanitary, Mixed) Wheeling, W. Va.

Be it resolved by the members of the National Brotherhood of Operative Potters now in convention that Section 10 of the insurance laws of said Brotherhood be supplemented as follows, to-wit:

Provided, however, that if the personal relations of the insured, and the named beneficiary are estranged at the time of death and upon receiving a written statement, certified thereto by three members in good standing of the local union of which the deceased was a member, that they have just cause to believe the funeral and burial expenses of deceased will not be or caused to be paid by the aforesaid beneficiary, and to his satisfaction, the Secretary of the National Brotherhood of Operative Potters, shall at once cause the resignation of the above mentioned beneficiary in so far as paying the amount of the funeral, and burial expenses are hereinafter contained.

And the National Secretary in all such cases is herewith authorized to appoint the Financial Secretary of the local union of which the deceased was a member, his legal representative, whose duties shall be to receive all insurance money due from the insurance department of the National Brotherhood of Operative Potters, and from such sum he shall pay or cause to be paid the funeral expenses of the deceased not to exceed the amount of the insurance, and for such payments, he shall receive receipts covering the amount of said payments, said receipts to be forwarded to the National Secretary, who must upon receiving same record in a book provided for such purpose.

Should there exist a residue after meeting said expenses as above provided, said residue shall upon request be paid to beneficiary so named by the deceased.

That the above sectional provisions be and are in full force in all cases wherein there is existing a just doubt as to the payment of the funeral and burial expenses by the named beneficiary of a deceased member who is entitled to participate in the benefits of the insurance department, provided the requirements of the above sections are complied with.

The committee recommended rejection.

The recommendation of the committee was adopted.



**REPORT OF COMMITTEE ON STATE OF ORDER.****RESOLUTION No. 14.**

By Local Union No. 6 (General Ware, Mixed) Wheeling, W. Va.

Whereas, The continually changing methods of making ware, such as pressed ware being casted and jigged, and jigged ware being casted and casted ware with handles on complete, are displacing the stickersup completely; and

Whereas, This necessarily causes much changing about of workmen following their certain one branch of the trade; therefore be it

Resolved, That our present craft lines be abolished permitting any journeyman clay worker to work at any branch of the trade in the clay shop, providing he has a paid up card and has served his apprenticeship in the clay shop.

The committee recommended rejection.

On motion by John Shingler the recommendation of the committee was concurred in.

**RESOLUTION No. 7**

By Local Union No. 4.

Committee recommended adoption as amended.

Motion by John Shingler that the recommendation of the committee be concurred in.

Motion by N. S. Wood that the resolution be referred back to the committee.

Motion to refer carried.

Announcements of committee meetings were made by the chairmen of different committees after which the convention adjourned until 9:30 o'clock Friday morning.

## Friday, July Thirteenth

### MORNING SESSION

The convention was called to order by President Menge.

The minutes of the previous session were read and approved.

**REPORT OF COMMITTEE ON STATE OF ORDER****RESOLUTION No. 128.**

By Local Union No. 76 (General Ware, Mixed) Buffalo, N. Y.

Whereas, Owing to the fact that the number of articles taken from the sticking-up bench and made by the casting process is rapidly increasing, and that eventually there will be scarcely any sticking-up, thereby practically eliminating that branch of the potting trade; therefore be it

Resolved, That this convention grant the sticker-up the right to go on the casting bench as a journeyman whenever there is an opening, providing there are no journeymen pressers or casters available.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 199

By Local Union No. 12 (Jiggersmen) East Liverpool, Ohio.

As representing the jiggersmen we think that Resolution No. 143 in the proceedings of the 1916 convention does not cover the jumbo jiggerman as regards to following his work to the casting bench; therefore be it

Resolved, That the jumbo and ordinary big jiggerman be given the preference to follow his work to the casting bench.

The committee recommended rejection.

Motion by John Shingler that the recommendation of the committee be concurred in.

The motion to concur in the recommendation of the committee carried by a vote of 69 for to 20 against.

#### RESOLUTION No. 97

By Local Union No. 45

The committee recommended that the resolution be referred to the Committee on Sanitary Price List.

Motion by John Shingler that the recommendation of the committee be concurred in.

Motion carried.

(For final action on Resolution 97 see Monday afternoon's minutes, July 16th.)

#### REPORT OF COMMITTEE ON OFFICERS' REPORT

The committee's recommendation was read and a motion was offered by Delegate George Smith, L. U. No. 78, that the recommendation of the committee be concurred in.

Motion by T. B. Dennis that it is the sense of this convention that the Executive Board send out a communication to the grog manufacturers asking for a conference on the wage scale on or before September 1, 1917.

This motion was withdrawn with the consent of the seconder of the motion.

The hour of adjournment having arrived committee meetings were announced after which the convention adjourned with the recommendation of the Committee on Officers Reports before the convention.

## Friday, July Thirteenth

### AFTERNOON SESSION

The convention was called to order by President Menge.

The minutes of the previous session was read and approved.

The recommendations of the Committee on Officers Reports and the motion to adopt the recommendation of the committee which was pending at the close of the morning's session, was the first business to be taken up at this session.

A motion was made by Wm. Cox that the recommendations be referred back to the Committee on Officers Reports.

The motion to refer back was adopted.

(For further action on these recommendations see Monday morning's minutes, July 16th.)

#### REPORT OF COMMITTEE ON GENERAL WARE PRICE LIST

##### RESOLUTION No. 124

By Local Union No. 75

The committee recommended rejection.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion by Alex Young that action on the resolution be deferred until we have acted on a similar resolution in the hands of the Committee on State of Order.

Motion to defer action carried.

(For further action on Resolution No. 124 see Monday morning's minutes, July 16th.)

##### RESOLUTION No. 10

By Local Union No. 6 (General Ware, Mixed) Wheeling, W. Va.

Whereas, Labor as a whole is striving for the eight hour day, declaring this measure as a support of desired good health, therefore prolonging usefulness of the average workingman; therefore be it

Resolved, That the N. B. of O. P. advocate and endeavor to secure an eight hour day for all general ware potters at the rate of sixty-five cents per hour; and be it further

Resolved, That the firms hire, discharge and pay all helpers such as mould runners and battersout, or any other helpers needed in the clay shops.

The committee recommended rejection.

The recommendation of the committee was adopted.

## RESOLUTION No. 85.

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Whereas, We, the general ware men who are working in sanitary shops, making ship bottles, feel that we should have an increase in this line of work; and that living has gone up considerably; therefore be it

Resolved, That ship bottles being paid \$1.00 per dozen be increased to \$1.25 per dozen; and those paying \$1.25 per dozen be increased to \$1.40 per dozen; and those being paid \$1.40 per dozen be increased to \$1.60 per dozen; and those being paid \$1.75 per dozen be increased to \$2.00 per dozen.

The committee recommended that Resolution No. 85 be withdrawn by the request of L. U. 37's delegate.

The recommendation of the committee was adopted.

## RESOLUTION No. 83.

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Whereas, There is nothing in our present agreement prohibiting women from casting, and that some of the manufacturers are taking advantage of this; therefore be it

Resolved, That no women be allowed to start casting; and be it further

Resolved, That those women that are casting at the present time be made to stop.

The committee recommended that Resolution No. 83 be withdrawn by the request of L. U. 37's delegate.

The recommendation of the committee was adopted.

## RESOLUTION No. 22.

By Local Union No. 10 (Turners and Handlers) East Liverpool, Ohio.

Whereas, There has been some misunderstanding as regards the price paid for handling semi-hotel cups; and

Whereas, The price for handling semi-hotel cups is the same as paid for handling hotel cups; therefore be it

Resolved, That the price list be revised to read hotel and semi-hotel cups handling price 4½ cents per dozen.

The committee recommended adoption.

The recommendation of the committee was adopted.

## RESOLUTION No. 69

By Local Union No. 36 (Turners and Handlers) Trenton, N. J.

Whereas, We find there are a great number of articles being made that are not listed in our wage scale, and at times some of our members innocently make mistakes in prices on said articles; therefore be it

Resolved, That the handling wage scale be revised and all settled articles included.

The committee recommended adoption with the word "handling" stricken out.

The recommendation of the committee was adopted.

## RESOLUTION No. 56.

By Local Union No. 29 (Dishmakers) East Liverpool, Ohio

Resolved, That when an apprentice dishmaker serves his last year at 10 per cent off; that he be allowed to continue one year with firm he is employed with.

As this is already covered by the constitution your committee recommends rejection.

The committee's recommendation was adopted.

## RESOLUTION No. 4.

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Resolved, That when the caster has to carry or deliver slip to his bench the distance be limited to within fifty-two (52) feet from source of supply to bench upon which used.

The committee recommended rejection.

The recommendation of the committee was adopted.

## RESOLUTION No. 80.

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Whereas, We believe that bed pans is very heavy work; therefore be it

Resolved, That all bed pans be increased 20 per cent.

Committee recommends that the resolution be withdrawn at the request of No. 37's delegate.

The recommendation of the committee was adopted.

## RESOLUTION No. 82.

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Whereas, It is impossible for a man to make a living wage at making jugs; therefore be it

Resolved, That all jugs from 4's jugs down to 42's be increased 20 per cent.

Committee recommends that the resolution be withdrawn at the request of No. 37's delegate.

The recommendation of the committee was adopted.

## RESOLUTION No. 81.

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Resolved, That all festooned pickles be increased from 33c per dozen to 39c per dozen; and that all plain pickles be increased from 28c per dozen to 33c per dozen.

Committee recommends that the resolution be withdrawn at the request of No. 37's delegate.

The recommendation of the committee was adopted.

## RESOLUTION No. 84.

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Whereas, We believe that sauce boats are not paid for;



therefore be it

Resolved, That all sauce boats being paid 42c per dozen be paid 50c per dozen.

Committee recommends that the resolution be withdrawn at the request of No. 37's delegate.

The recommendation of the committee was adopted.

#### RESOLUTION No. 76.

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Whereas, It is impossible for a man making ewers to make a living wage; therefore be it

Resolved, That all ewers being paid 69c be increased to 83c per dozen; that all ewers being paid 82c be increased to 98c per dozen; that all ewers being paid 92c be increased to \$1.10 per dozen; that all ewers being paid \$1.00 be increased to \$1.25 per dozen; and be it further

Resolved, That toilet mouth ewers be increased as follows: All toilet mouth ewers be increased from 55c to 69c per dozen; ordinary mouth ewers be increased from 45c to 55c per dozen.

Committee recommends that the resolution be withdrawn at the request of No. 37's delegate.

The recommendation of the committee was adopted.

#### RESOLUTION No. 78.

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Resolved, That all round sugars be increased as follows: 24's round sugars be increased from 64c to 77c per dozen; 30's round sugars be increased from 60c to 72c per dozen; toy sugars be increased from 41c to 53c per dozen.

Committee recommended that the resolution be withdrawn at the request of No. 37's delegate.

The recommendation of the committee was adopted.

#### RESOLUTION No. 2.

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Whereas, At the time of the settlement of the "Casting Agreement" between the U. S. P. A. and the N. B. of O. P., there was no provision made by the aforementioned parties whereby the caster was to plug any part of the sugar handle or the lower part of handle on 30's and smaller jugs; therefore be it

Resolved, That when the firm requires that handles of casted sugars be "plugged" that full pressing price for same be paid; and be it further

Resolved, When any firm requires that 36's and smaller jugs be plugged at lower part of handle the price shall be the same as those casted with handles stuck on.

The committee recommended adoption.

The recommendation of the committee was adopted.

## RESOLUTION No. 3.

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Resolved, That all covered dishes, casseroles, soup tureens and similar articles not herein mentioned when casted with handles on and plugged, the aforesaid articles shall be paid for at the same rate as corresponding sizes of such articles casted and handles stuck on.

The committee recommended adoption.

The recommendation of the committee was adopted.

## RESOLUTION No. 5.

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Resolved, That all fancy and toilet ewers be paid for at the rate of One Dollar (\$1.00) per dozen.

The committee recommended rejection.

The recommendation of the committee was adopted.

## RESOLUTION No. 110

By Local Union No. 57 (General Ware, Mixed) Niles, O.

Resolved, That after our present agreement expires the article in the price list calling for three dollars a day for pressers and dishmakers be changed to read four dollars and a half for nine hours.

The committee recommended the adoption of the following substitute for Resolution No. 110:

Resolved, That after our present agreement expires the article in the price list calling for a day rate for piece workers be abolished.

On motion by T. M. Woods the recommendation of the committee was concurred in.

## REPORT OF COMMITTEE ON LAW.

## RESOLUTION No. 73.

By Local Union No. 36 (Turners and Handlers) Trenton, N. J.

Whereas, We feel that there should be provision made in our laws whereby each branch of the trade shall have representation on the executive board when and where any dispute shall arise; therefore be it

Resolved, That when there shall arise any dispute in any branch of the trade not already represented on the executive board as constituted at the time said branch or branches shall have the right and power to elect a representative from their local who shall have a right to a voice and vote only on matters pertaining to their particular branch of the trade.

The committee recommended rejection.

The recommendation of the committee was adopted.

## RESOLUTION No. 101

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Whereas, The N. B. of O. P. has no law whereby to handle

its National Officers when they do not perform their duties or in case they violate the "Rules, Regulations and Constitution," therefore be it

Resolved, That eight Local Unions shall have the power to propose or initiate a referendum for the removal of any National Officer or Officers, and a majority of all legal votes cast shall be the only requisite for such removal from office; and be it further

Resolved, That any and all laws that conflict with the adoption of this resolution are hereby repealed.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 187

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

We believe that our Executive Board is mostly composed of pressers on the general ware end and does not represent the various branches of our trade, thereby we feel we do not get the consideration we are entitled to on the various differences that arise; therefore be it

Resolved, That the 1917 convention make and insert in our constitution a law that no two from the same branch of the trade be eligible as a candidate for the various vice presidents at the general election.

The committee recommended rejection.

Motion by George Chadwick that we concur in the recommendation of the committee.

The motion carried by a vote of 55 for to 26 against.

The following delegates were recorded as voting against the committee's recommendation:

Wood, (N. S.), Haney, Cox, Merriman, De Bee, Gratton, McCullough, J. C. Higgins, Chadwick, (Josh), Ashbaugh, Kerr, Winters, Sewickley and McKeone (W. J.)

#### RESOLUTION No. 51.

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Resolved, That any national officer failing to comply with the national laws as prescribed, any local in good standing may initiate a referendum and recall, and by a majority of votes cast by the branch of which he was elected, must be removed from office.

The committee recommended rejection.

The recommendation of the committee was adopted.

Recommendation of the committee appointed to adopt a plan as prescribed in Resolution No. 153, passed at the 1916 convention:

East Liverpool, O., June 18, 1917.

To the Officers and Delegates of the Twenty-Seventh Annual Convention of the N. B. of O. P.

Greeting: We, the committee appointed by the National President at the twenty-sixth annual convention "to devise a plan and formulate a set of rules governing the establishment of an indemnity fund" wish to report that we have corresponded with the different locals with the hope of securing infor-

mation that would assist us in this matter.

Less than half answered and only a few of them seem to take any interest in this movement as the accompanying list will show. The locals reporting defalcations and the amounts regained without prosecution show the actual losses admittedly small considering the average number of years organized. The confidence which the locals have in the members who handle the funds is so great that many of them are not bonded at all. We feel that it is because of this fact that there were so few replies to our inquiries.

NOTE—The list referred to in the above paragraph shows that 35 answers were received from the local unions covering 4,024 members. The actual loss suffered by the 35 locals was \$154.73 for the total number of years of the locals combined, or, according to the figures of a competent accountant, an average loss of .0004 of one per cent per year in the receipts of each local union.

Although we respect the confidence shown in these members and congratulate these brothers and sisters who are held in such high esteem, we feel that it is our duty to comply with the resolution which is as follows:

As it only asks for plans and a set of rules governing such a department, we have, after considerable study of the matter come to the conclusion that the plans adopted by the A. A. of S. & E. R. E. of A., (Street Car Men's Union) are the most acceptable which we have found upon inquiry to be very successful in that organization.

With due consideration for the honor conferred upon us, we hereby offer for your approval or rejection of those plans and if adopted we suggest that Section 68 of our Constitution be changed to read as does Section 147 of the Car Men's Union covering this question so as to fit our requirements.

Respectfully submitted,  
GEORGE SMITH,  
JOHN W. LAUGHLIN,  
DANIEL J. MORGAN,

Committee.

### **The Bonding Indemnity Department of the National Brotherhood of Operative Potters.**

Sec. 1. In order to provide to properly protect the funds of local unions and establish a safe and secure bonding privilege by which bonds can be secured by all local unions, and which will be a guarantee that in case of defalcation of an officer bonds will be paid without litigation or legal expense, this Brotherhood could establish a Bonding Indemnity Department with which the financial officers may be bonded.

Sec. 2. The bonding department shall be for the purpose of bonding all the financial officers of the various local unions. All funds received for bonding officers shall be kept in a separate fund for the purpose of protecting local unions against defalcations of financial officers, and for the payment of such indemnities as may come due under the arrangements of the department. Fees for all bonds shall be paid to the national office through the National President and held the same as all other funds of the Brotherhood. This fund shall be under the direction of the Executive Board, in like manner with the other funds of the Brotherhood, with the understanding that this fund is to be used only for the payment of premiums and in-

demnities that may fall due under the provisions of the Constitution and General Laws, with the exception as hereinafter may be provided. The National Executive Board could be empowered to borrow a stated sum from the general fund to assist this fund at the time of its establishment. After a fund is established sufficient to protect the bonded interests of local unions, the National Executive Board shall, from time to time, transfer profits to the fund from which borrowed until the full amount is repaid, and then to the tuberculosis or some other needy fund. From the indemnity fund all expenses in connection with the operation of this department should be paid such as printing, clerk hire and all legal expenses.

Sec. 3. The bonds granted under these provisions should be made in the name of the National Brotherhood of Operative Potters and payable to the local union of which the officer or officers are members, and each officer's bond should be made and executed separately and a certificate issued to the local union for the same. All bonds should be issued to expire at 12 o'clock, noon, on January fifteenth of each year. This to give ample time for newly elected officers to be provided with bonds for the current year. In case of a vacancy in any office for which a bond has been secured, the bond should be transferred to the newly elected or appointed officer without cost to the local union, providing an audit of the retiring officer's accounts has been made and said accounts are found correct, which fact should be communicated in the application for the change of bond. Bonds issued at any time during the period of January 1st, to July 1st, should be paid for at the rate of premium for one year; bonds issued after July 1st for six months or less at the rate of one-half the specified premium charged for one year.

Sec. 4. The local union making application for bonds could fill out the regular application blank that would be forwarded by the National Office. The application should state the number of the local union, the name and title of the officer to be bonded and the amount for which the bond is desired. At the time of making application for bonds for the Financial Secretary and Treasurer, the application should state the amount of moneys in the hands of these officers, also a statement from the bank in which the funds of the local union are deposited, stating the amount on deposit. The application should bear an estimate of the amount of money that will be handled by such officers, and the number of members in good standing at the time of making application. In the application for bonds for dues collectors and other officers should appear an estimate of the amount of money likely to be handled by each of these each month.

Sec. 5. The local union should see that Sec. 187 of the National Constitution is strictly complied to and have an audit made of the books and bills of the Financial Secretary and Treasurer each six months. The auditing committee should inspect and audit the books of the dues collectors and report upon them. Dues collectors should square all accounts with the regular officer with whom they deal on or before the thirteenth of each month, and their books should show the same. The auditors report should then be filled out upon the regular blanks furnished by the National Office, and forwarded to the National Secretary. The report should then be counter-



signed by the President and Recording Secretary of the local union. This report would specify the amount of moneys on hand at the end of the last audit, received for dues, assessments, initiations and from all sources during the six months covered by the audit, as well as the amount of moneys expended during the period, and a letter from the bank in which the local union's funds are deposited, stating the amount on deposit, with the number of members initiated, received by card and the number suspended as the blank requires. The auditing period should end as usual, the last day of June and December and the audit should be made and reported to the National Office before the thirtieth day of the following months. The local union, to be entitled to its indemnity, should have this auditing blank properly filled out and forwarded to the National Office on the time here specified.

Sec. 6. In the case of defalcation or a shortage of any officer, the local union, as soon as it discovers the fact, should notify the National Office and should assist it in auditing and inspecting books and bills; also assist and cooperate in securing evidence and in prosecuting any case when it becomes necessary.

Sec. 7. In case of a shortage of any officer where the local union has carried out the above rules and laws the National Organization could pay to the local union the actual amount of defalcation up to but not to exceed the full amount of the bond for which the officer was bonded.

Sec. 8. Local unions desiring to bond their officers will write to the National Office for blank applications, which, upon receipt, should be filled out and returned to the National Secretary with the necessary amount to cover the purchase price of the bond.

Recommendation: To help to build up the indemnity fund to the required amount and pay back the loan from the general fund, the cost of the bonds for the first year (or longer if necessary) could be as follows:

Amount of bond	Cost
\$200.00 .....	\$2.00
\$300.00 .....	2.75
\$400.00 .....	3.50
\$500.00 .....	4.00

Fifty cents per hundred for each additional one hundred dollars over and above amount mentioned.

The committee recommended adoption.

Motion by George Chadwick that the recommendation of the committee be concurred in.

Motion by Sidney Banner that the recommendation be tabled.

Motion to table carried.

## RESOLUTION No. 191

By J. Vern Johnston

Whereas, It is an injustice to men to expect them to continue work when their rights as guaranteed by our agreements with the manufacturers, have been abrogated or violated; and

Whereas, It has a strong tendency to destroy the spirit of militance which is so essential to the success of the trades union movement; therefore be it

Resolved, That the following words be appended to Section 86 of our Constitution (except in case of violation of an agreement, when such strike shall not require the endorsement of the executive board); and be it further

Resolved, That the following words be inserted in Section 87, between the words "organization" and "but" (not to apply when any agreement is violated by manufacturer or manufacturers).

The committee recommended rejection.

Motion by George Chadwick that the recommendation of the committee be concurred in.

Motion lost by a vote of 38 for to 44 against.

Motion by Louis De Bee that the resolution be adopted as read.

Motion by T. B. Dennis that we take a roll call vote on Resolution No. 191.

Motion carried.

The roll call was taken and resulted—Yeas, 51; Nays, 64, as follows: Those who voted in the affirmative were: Delegates Wood, (N. S.), Cox, McPhail, Dwyer, Merriman, Haney, Gratton, DeBee, McCullough, Higgins, Turner, Marsh, Collins, Goppert, Smurthwaite (Frank), Show, Wilkins, Banner, Clark, McKeone (W. J.) Daley, Sewickley, Gallagher, Leighton, Born, Johnston, McDevitt, Wilson, Kline, Scholl, Tiedy, Wayt, King, Dunmire, Konig, Langan, Allabaugh, Strobel, Briggs, Hunt, Bortz, Williams, Platt, Chadwick (Josh), Kerr, Stull, Moore (Herford), Firth, Smurthwaite (Jake), Hull, Church. Yeas 51.

Those who voted in the negative were: Delegates Menge, Hutchins, Chadwick (George), Driber, Moore (S. M.), Woods, (T. M.), Shingler, Blake, O'Shea, Morgan, Owen, Swift, Vaught, O'Malley, Baldwin, Clapperton, Ramsey, McGillivray, Yeager, McKeone (P. J.), Dimmock, Gouker, Hand, Morris, Thompson, Carlen, Bickford, O'Brian, Kentworthy, Tyrell, Young, Coley, Campbell, Larkins, Bentley, Cartlidge, Dennis, Hassall, Longmuir, Umstead, Brennen, Bloor, Tittensor, Winters, Gilbert, Jewell, Harney, Robinson, Ashbaugh, Lloyd, Warner, Quigley, Reay, Smith (No. 78), Astbury, Gallimore, Prescott, McCue, Hibbert, Gillespie, Toland, Rowland, Smith (No. 9), Mushet. Nays—64.

## REPORT OF COMMITTEE ON STATE OF ORDER.

### SUBSTITUTE FOR RESOLUTION No. 7

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Resolved, That all potteries working under the agreement between the United States Potters' Association and the National Brotherhood of Operative Potters shall be known as "Union Shops."

Inasmuch as there are people working in potteries that are now working under the agreement between the U. S. P. A. and the N. B. of O. P., these people are not members of the N. B. of O. P., and therefore are not parties to the agreement; therefore be it

Resolved, That members of the N. B. of O. P. shall have the right to refuse to work in potteries or departments of pot-

teries with non-members; and be it further

Resolved, That any part of our National Constitution that conflicts with this resolution, it shall be changed; and be it further

Resolved, That if this right cannot be granted in our next convention, that this resolution be sent to the next conference, and our conference committee go to the point of a strike for same to be made a part of the new agreement.

The committee recommended adoption of the following substitute for Resolution No. 7:

Resolved, That the National Brotherhood of Operative Pot-  
ters reserve the right to refuse to allow its members to work  
with non-union workers, and local unions shall make an effort  
to induce all workers whose wages and conditions are regu-  
lated by agreements to become members of the N. B. of O. P.  
and after the local union has exhausted every reasonable effort  
to accomplish this object a complete report of the case, with  
the number of members and non-members employed in the  
shop, together with the sentiment of the members as to how  
far they desire to go in an effort to secure a union shop, shall  
be made to the Executive Board who shall have power to use  
every means that in their judgment will force such workers  
into our organization, and if as a result of such action any  
members are forced to cease work they shall be paid strike  
benefits for all time lost.

Motion by John Shingler that we concur in the recommenda-  
tion of the committee.

Motion carried.

#### RESOLUTION No. 155.

By Local Union No. 99 (General Ware, Mixed) Clarksburg,  
W. Va.

Whereas, In the past we find the workmen in our local  
trade that do not belong to the N. B. of O. P. have been det-  
rimental to their fellow workmen; therefore be it

Resolved, That we change our laws and the agreement with  
the manufacturers so we can refuse to work with them that  
do not or will not belong to the N. B. of O. P., and have the  
backing of the organization. The time allowed to be not more  
than two weeks.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 171

By Local Union No. 35, Trenton, N. J.

Whereas, We believe it to be an injustice to the members  
of the N. B. of O. P. to be compelled to work with persons  
who refuse to affiliate with the local union of their craft; there-  
fore be it

Resolved, That it be mandatory on the part of all those  
working in potteries whose branch is organized, to affiliate with  
the same; and be it further

Resolved, That such person or persons refusing such af-  
filiation, a three-fourth's vote of the local involved shall be

considered sufficient ground for members of such branch refusing to work with such persons.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 197.

By Local Union No. 75.

Whereas, There is no law to specify what shall be considered an excessive loss in the jiggering trade; therefore be it

Resolved, That this convention shall decide what should be considered an excessive loss.

The committee recommended adoption of the following substitute for Resolution No. 197:

Whereas, There is no law to specify what shall be considered an excessive loss in the jiggering trade; therefore be it

Resolved, That this be taken up in the shop where this loss occurs and the jiggerman shall take it up with the shop committee and local and if the same cannot be adjusted shall be referred to the Standing Committee.

On motion by John Shingler the committee's recommendation was adopted.

#### RESOLUTION No. 157.

By Local Union No. 100 (Sanitary, Mixed) Broadway, Va.

Resolved, That any apprentice engaged at the trade who joins the army or navy to protect the United States his time goes on as long as he is in service of the U. S., and no further apprentice take his place until he is discharged from service.

The committee recommended that Resolution No. 57 be referred to the Executive Board to be taken up with the manufacturers as cases arise.

The recommendation of the committee adopted.

#### RESOLUTION No. 139.

By Local Union No. 82.

The committee recommended that the resolution be rejected.

Motion by John Shingler that we concur in the recommendation of the committee.

Motion by T. B. Dennis that Resolution No. 139 be referred to the Committee on Sanitary Price List.

Motion to refer carried.

(For further action on Resolution No. 139 see Monday morning's minutes, July 16th.)

#### RESOLUTION No. 184.

By Local Union No. 20.

Whereas, In outside shops many of the decorators are members of the N. B. of O. P. and are not fully protected; therefore be it

Resolved, That a committee be appointed from the trade to

draw up a price list for the decorators, said committee to report to the 1918 convention.

The committee recommended that the resolution be referred to the Executive Board, and if in their judgment the time is right for such a move the same be done.

Motion by John Shingler that the committee's recommendation be concurred in.

Motion carried.

## REPORT OF COMMITTEE ON SANITARY PRICE LIST.

### RESOLUTION No. 177.

By Local Union No. 79

Whereas, Section No. 261 of the Constitution of our organization applies only to a small portion of those engaged in the pottery industry it is a manifest injustice to those to whom the law applies; and, said law not being equally applied throughout the country, has been a detriment to our organization by causing dissensions and hard feeling among our membership; and

Whereas, The futility of the purpose of this law was proven at the conference last fall, by the difference in wage increase granted the kilnmen (who have no limit to either time in shop for a day's work, nor amount of day's wage), and the increase granted the pressers, who are limited both in the amount of day's wage and hours consumed in the shop to enable him to make a full day's work; therefore be it

Resolved, That Section 261 be repealed as unconstitutional and a new law be enacted, by this convention, to place all members of the N. B. of O. P. under the eight hour law and that local unions be required to strictly enforce the law; and be it further

Resolved, That a new working list be compiled for all departments in the pottery industry, setting forth amount of work to be done for a complete day's work of at least eight hours.

The committee recommended that Resolution No. 177 be referred back to the local to be presented at the 1918 convention.

Motion carried.

### RESOLUTION No. 174.

By Local Union No. 77.

Resolved, That a resolution be adopted providing means whereby a sanitary worker (presser, kilnman, dipper, mould-maker, saggermaker, etc.), working under the jurisdiction of the N. B. of O. P. can get a reasonable vacation during the months of July and August which would be a benefit to their health. The same means could be adopted as is used by Window Glass Workers; sanitary workers could work ten months during the year.

The pottery company to deduct a reasonable percentage from workers' pay and same to be turned over to the National Treasurer and paid back to workers when said vacation takes place.



The committee recommended that Resolution No. 174 be referred back to the local to be presented at the 1918 convention, and further recommended that it be published in the Potters Herald.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 160.

By Local Union No. 100 (Sanitary, Mixed) Broadway, Va.

Resolved, That saggermakers get work counted every night after day's work is done, and shall not have to waive them down on the flue or turn them over in rack.

The committee recommended that the resolution be referred back to Local Union No. 100, as it is a local condition.

The committee's recommendation was adopted.

#### RESOLUTION No. 159.

By Local Union No. 100 (Sanitary, Mixed) Broadway, Va.

Resolved, That saggermakers have nothing to do with saggars after they are made and put in the hot house.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 158.

By Local Union No. 100 (Sanitary, Mixed) Broadway, Va.

Resolved, That saggermaker get clay put down ready for use without any expense to him whatever.

The committee recommended that Resolution No. 158 be referred back to L. U. No. 100.

The recommendation of the committee was adopted.

#### RESOLUTION No. 94.

By Local Union No. 41 (Dippers) Trenton, N. J.

Resolved, That the wages of sanitary dippers be increased 25 per cent.

The committee recommended that the resolution be withdrawn.

The recommendation of the committee was adopted.

#### RESOLUTION No. 16.

By Local Union No. 7 (Sanitary, Mixed) Tiffin, Ohio.

Whereas, We believe that the present price of casted tanks is insufficient, owing to the amount of work involved, and the certain and proven detrimental effects to the health of the caster; therefore be it

Resolved, That the six gallon tank be increased to 55 cents and five cents extra for each additional gallon over six.

As this matter is now in the hands of the standing committee the resolution was withdrawn with the committee's recommen-

dation that they bring this matter to an early conclusion.

Motion by Moore that the committee's recommendation be concurred in.

Motion carried.

#### RESOLUTION No. 48.

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, The cost of living has increased to such an extent that the wage as fixed at the 1916 conference is totally inadequate to meet the increase in the cost of necessities of life; therefore be it

Resolved, That the national president proceed to make arrangements to open up the agreement to the end of securing a general increase for the entire sanitary trade.

The committee recommended that the resolution be withdrawn.

The recommendation of the committee was adopted.

#### RESOLUTION No. 19.

By Local Union No. 7 (Sanitary, Mixed) Tiffin, Ohio.

Whereas, Grave dissatisfaction has existed within the sanitary branch for a long time because of the failure of the standing committee to pass upon matters in dispute; and

Whereas, We believe that if this condition is not remedied we will face a very serious situation in said branch; therefore be it

Resolved, That the N. B. of O. P. demand of the Sanitary Potters' Association that they comply with the agreement by compelling their representatives of the standing committee to meet with the representatives of the N. B. of O. P.; and be it further

Resolved, That should the standing committee fail to reach an agreement within sixty days on any matter before them the conditions and prices contended for by the men shall prevail; and be it further

Resolved, That all settlements shall be sent out every sixty days, the same to be duly signed by both bodies; and be it further

Resolved, That the N. B. of O. P. representatives on standing committee get compliance of the manufacturers to the foregoing.

#### RESOLUTION No. 47.

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, Grave dissatisfaction has existed within the sanitary branch for a long time because of the failure of the standing committee to pass upon matters in dispute; and

Whereas, We believe that if this condition is not remedied we will face a very serious situation in said branch; therefore be it

Resolved, That the N. B. of O. P. demand of the Sanitary

Potters' Association that they comply with the agreement by compelling their representatives of the standing committee to meet with the representatives of the N. B. of O. P.; and be it further

Resolved, That should the standing committee fail to reach an agreement within sixty days on any matter before them, the conditions and prices contended for by the men shall prevail; and be it further

Resolved, That all settlements shall be sent our every sixty days, the same to be duly signed by both bodies; and be it further

Resolved, That the N. B. of O. P. representatives on standing committee get compliance of the manufacturers to the foregoing.

The committee recommended the following substitute for Resolution Nos. 19 and 47:

Whereas, Grave dissatisfaction has existed within the sanitary branch for a long time because of the failure of the standing committee to pass upon matters in dispute; and

Whereas, We believe that if this condition is not remedied we will face a very serious situation in said branch; therefore be it

Resolved, That this convention order our representatives on the Sanitary Standing Committee to take up and adjust (in the immediate future) all disputes now pending in that committee; it is further

Resolved, That the First Vice President shall report all settlements of the Standing Committee to locals concerned within 30 days after such settlements are made. Said reports to be countersigned by a responsible representative of the manufacturers; it is further

Resolved, That all disputes that are not settled after being in the hands of our representatives in the Standing Committee for a period of 90 days shall be referred back to the local from whence they emanated; after receiving referred disputes said locals shall make reasonable efforts to adjust the same amicably. Failing in that the local shall if it deem dispute of sufficient importance, call a special meeting and take a vote of its members, and if the contention is supported by a two-thirds vote of those present, such vote shall empower the local to notify the firm or firms involved that if the matters in dispute are not adjusted within 30 days from date, the men directly concerned will exercise their right of stopping work until the matter is settled. If such course is taken local must immediately notify National President. If the trouble culminates in a stoppage of work all members forced out of employment by such action shall receive regular strike benefits.

Motion by R. A. McDevitt that the recommendation of the committee be concurred in and the substitute be acted on separately.

(The above substitute resolution applies to both the general ware and sanitary trades but does not become effective in the sanitary trade until August 1st, 1918, and approved by the 1918 sanitary conference.)

Section No. one was read and on motion by R. A. McDevitt it was adopted as read.

Section No. two was read and on motion was adopted as read.

Section No. three. Motion by R. A. McDevitt that section three be adopted as read.

The hour of adjournment having arrived announcements of committee meetings were made after which the convention adjourned with section three of the substitute for Resolutions Nos. 19 and 47 still pending.

## Saturday, July Fourteenth

### MORNING SESSION

The convention was called to order by President Menge. Minutes of previous session were read and approved.

Section three of the substitute offered by the Sanitary Price List Committee for Resolutions Nos. 19 and 47 which was pending at the close of Friday afternoon's session was the first business before the convention.

The motion was to adopt section three as read.

After a lengthy discussion the previous question was called for and the motion to adopt section three as read carried.

Moción by Harry Hassall that the substitute for Resolutions Nos. 19 and 47 be adopted as a whole.

Motion carried.

### REPORT OF THE COMMITTEE ON LAW.

#### RESOLUTION No. 109.

By Local Union No. 57 (General Ware, Mixed) Niles, Ohio.

Resolved, That after our present agreement expires that we do away with the standing committee of the N. B. of O. P. side as we claim they are a detriment to our trade; and we would and do strongly recommend in their place all settlements be made by a committee from each local, a committee of three, that would be interested in the article in dispute; and also the maker of the article to be present, if possible, when the settlement is made, or if there is a dispute on the local that would be interested in it to have the committee there to meet the manufacturers' committee and when an article is made four weeks and given a fair trial and can't be settled the maker of the article be notified to stop making the same until it is settled.

The committee recommended that Resolution No. 109 be withdrawn.

On motion by George Chadwick the recommendation of the committee was concurred in.

Resolution No. 102, by Local Union No. 50.

Resolution No. 172, by Local Union No. 59.

The committee recommended the adoption of a substitute

for Resolutions Nos. 102 and 172.

Motion by George Chadwick that we concur in the committee's recommendation.

Amendment by J. Vern Johnston that the proposition be changed to relatives or dependents.

Motion by J. Vern Johnston that the resolution be referred back to the Law Committee.

The motion to refer carried.

(For further action on Resolutions Nos. 102 and 172 see Monday afternoon's minutes, July 16th.)

#### RESOLUTION No. 18.

By Local Union No. 7 (Sanitary, Mixed) Tiffin, Ohio.

Whereas, The first vice president's duties are taken up by both general ware and sanitary trades and sanitary standing committee that he is unable to visit sanitary shops and in all justice to the trade, we feel that the sanitary trade needs a national statistician; therefore be it

Resolved, That the fifth vice president shall be the national statistician, whose duties shall be to keep a complete and correct record of all shapes, measurements, prices and sectional views when necessary and be ready to respond when information is desired, and it shall be imperative upon him to visit the entire sanitary shops, at least once a year, but may be called by any local when good and sufficient reasons warrant, and his salary shall be set by this convention.

#### RESOLUTION No. 40.

By Local Union No. 22 (Mouldmakers) East Liverpool, Ohio.

Resolved, That one of the members of the standing committee be elected by the executive board and paid by the N. B. of O. P. to act in the same capacity as the chairman of the manufacturers' standing committee.

#### RESOLUTION No. 46.

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, The first vice president's duties are taken up by both general ware and sanitary trades and sanitary standing committee that he is unable to visit sanitary shops, and in all justice to the trade, we feel that the sanitary trade needs a national statistician; therefore be it

Resolved, That the fifth vice president shall be the national statistician, whose duties shall be to keep a complete and correct record of all shapes, measurements and prices, also sectional views when necessary and be ready to respond when information is desired, and it shall be imperative upon him to visit the entire sanitary shops, at least once a year, but may be called by any local when good and sufficient reasons warrant, and his salary shall be set by this convention.

The committee recommended the adoption of the following substitute for Resolutions Nos. 18, 40 and 46:

Resolved, That there be two new offices created, under



the direction of the Executive Board, to be known as National Statistician and Organizer, one for the General and one for the Sanitary trade; and be it further

Resolved, That this resolution, if adopted by this convention, shall be voted on by a referendum vote of the trade in September, 1917, before going into effect; and be it further

Resolved, That the duties of said officers shall be to gather data on all articles and grievances throughout their branches of the trade, to act as organizer and secretary to the Standing Committee; and be it further

Resolved, That their salaries shall be \$1,500.00 per year each. Any additional expenses incurred by them in execution of their duties shall be paid by the N. B. of O. P.

Resolved, That in case this is adopted by referendum vote of the trade the nominations shall be made in the month of October, 1917, and the election held in the month of November, 1917, and said officers to assume their duties January 1st, 1918. Hereafter to be elected and nominated with our National Officers and the election laws now in effect to govern their election; and be it further

Resolved, That all laws now conflicting with this resolution are hereby repealed.

Motion by George Chadwick that the recommendation of the committee be concurred in.

Motion by T. B. Dennis that if the proposition carries that the salaries and expenses of the two statisticians shall be taken from the general fund.

Motion carried.

Motion by T. B. Dennis that if the two offices are created they shall be under the direction of the Executive Board.

Motion carried.

Motion by J. Vern Johnston that the sanitary ware statistician shall be nominated and voted for by the sanitary members of the trade and that the general ware statistician shall be nominated and voted for by the general ware members of the trade.

Motion carried.

Motion made and seconded that the recommendation of the committee as amended by the convention be adopted as a whole.

Motion to adopt the substitute as amended by the convention carried.

Resolution No. 70, by Local Union No. 36.

Resolution No. 30, by Local Union No. 12.

The committee recommended the adoption of a substitute for Resolutions Nos. 70 and 30.

Motion by George Chadwick that the recommendation of the committee be concurred in.

Motion by S. M. Moore that the proposition be referred back to the Law Committee.

Motion carried.

Committee meetings were announced by the chairmen of different committees after which the convention adjourned to reconvene Monday morning, July 16th, at 9:30 o'clock.

## Monday, July Sixteenth

### MORNING SESSION

The convention was called to order by President Menge.

Absentees—Yeager, Kline, Jewell, Harney, Briggs, Stull, Quigley, Reay, Astbury, Hibbert, Hull, Gillespie.

The minutes of the previous session were read and approved.

#### REPORT OF GENERAL WARE PRICE LIST COMMITTEE.

##### RESOLUTION No. 124.

By Local Union No. 75 (General Ware, Mixed) Coshocton, O.

Whereas, The jiggermen of L. U. No. 75 are embarrassed with a loss ranging from 50 per cent to 90 per cent as the result of breaking in new moulds; and

Whereas, This condition continues from one to two weeks after said moulds are once filled; therefore be it

Resolved, That the firm be required to pay jiggermen day wage until such time the loss from this cause ceases.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

##### RESOLUTION No. 158.

By Local Union No. 100 (Sanitary, Mixed) Broadway, Va.

Resolved, That saggermakers get clay put down ready for use without any expense to him whatever.

##### RESOLUTION No. 159.

By Local Union No. 100 (Sanitary, Mixed) Broadway, Va.

Resolved, That saggermakers have nothing to do with saggars after they are made and put in the hot house.

##### RESOLUTION No. 160.

By Local Union No. 100 (Sanitary, Mixed) Broadway, Va.

Resolved, That saggermakers get work counted every night after day's work is done, and shall not have to waive them down on the flue or turn them over in rack.

The committee recommended the rejection of Resolutions Nos. 158, 159 and 160.

The committee's recommendation was concurred in.

(Note: The above resolutions were acted upon at Friday afternoon's session, July 13th, from the Sanitary Price List Committee.)

## REPORT OF COMMITTEE ON FINANCE

### RESOLUTION No. 53.

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, The present strike benefits is not sufficient to support a man with a family or other dependent relatives; and

Whereas, Because of this meager benefit our members when on strike are compelled to seek employment in order that they may be able to sustain themselves and dependents; therefore be it

Resolved, That the present strike benefits be increased in the following amounts: To single members without dependent relatives to support, \$8.50 per week. To married men with one dependent relative, \$12.00 per week; \$1.00 per week shall be allowed for each additional dependent relative. This rule shall apply to single members with dependent relatives.

The committee recommended rejection.

On motion by Homer C. Owen the recommendation of the committee was adopted.

### RESOLUTION No. 185.

By Local Union No. 79.

Whereas, The Twenty-sixth Annual Convention of the N. B. of O. P. adopted the following substitute for Resolution No. 103. Owing to the fact that it is practically impossible for the First Vice President to make the necessary annual trips around the country as called for by our present laws, and attend to his regular duties; therefore be it

Resolved. That the Executive Board be empowered to arrange for a substitute to fill his position while making the necessary trips; and

Whereas, This law has not been complied with by the First Vice President and, as we, the members believe it to be an imperative necessity to the welfare of the western sanitary men that these annual visits be made, for our guidance and instruction, we therefore charge the First Vice President with gross neglect of the duties of his office in persistently and wilfully evading the law; therefore be it

Resolved, That the Twenty-seventh Annual Convention investigate these charges and if they are sustained, mete out punishment fitting the damage done our organization in the West.

Since the relief sought in above resolution is practically assured by the substitute resolution adopted in lieu of Resolution Nos. 18, 40 and 46, the representative of L. U. No. 79 is willing to withdraw above resolution and we so recommend.

The committee recommends that the resolution be withdrawn at the request of No. 79's delegate.

Motion by Louis Driber that the recommendation of the committee be concurred in.

Motion carried.

### REPORT OF COMMITTEE ON OFFICERS' REPORTS.

We, your Committee on Officers' Reports, beg to report as follows:

1. On the demand of Local No. 16, Saggermakers, for free clay, and by the methods adopted by said local to secure these demands, we wish most emphatically to sustain and endorse the actions and attitude adopted by our national officers, and while sympathizing with the saggermakers in their efforts to better their conditions, we condemn the unlawful methods adopted by Local 16 to secure the desired relief, and we feel the pressing need of strengthening the hands of our executive officers, if we are to secure in the fullest measure the benefits which the present conditions warrant. This disregard of the instructions of our national officers is in our opinion the weakest point in the past years work, and tends to break the discipline of the rank and file. At a joint meeting of the Committees on Appeals and Grievances and Officers' Reports it was unanimously adopted that Local 16 be instructed to reinstate the two brothers in dispute.

2. Regarding the actions of No. 9 referred to in the President's Report, we feel the kilnmen of No. 9 are deserving of censure in placing the Executive Board's authority at naught by taking votes and adopting laws contrary to the Constitution.

3. In the matter of the break between the Iroquois Pottery Co., and the N. B. of O. P., we endorse the attitude of the Executive Board and suggest this trouble be kept prominently before the trade and vigorously conducted to a successful conclusion.

4. In the First Vice President's report we are pleased to see the Executive Board has promised to take up at an early date the pressing need of getting a conference with the manufacturers of grog ware, with a view to securing a uniform wage scale and agreement. We recommend this be carried out at the earliest possible moment.

5. We, your committee, view with alarm the continued reference to the menace of competition from sources not controlled by either the Sanitary Manufacturers Association or the N. B. of O. P. and suggest the Executive Board be given full power, either on their own initiative or in conjunction with the manufacturers to vigorously follow up this most important phase of the present situation.

6. We regret no mention was made regarding the Canadian situation, and feel this important and long standing dispute should have been mentioned in the officers' report.

7. In conclusion we feel the Executive Board, manager and staff of the Potters Herald, are deserving of the greatest credit for the able and successful manner in which it is being conducted.

Motion by George Smith (No. 78) that the recommendations of the committee be concurred in.

Motion carried.

**REPORT OF COMMITTEE ON STATE OF ORDER.****RESOLUTION No. 181.**

By Local Union No. 71.

Through the columns of the Herald we often see accounts of where our national president has been called by some local to settle a dispute pertaining to shop conditions, but what the dispute is or how it was settled by our president is not published. A dispute of the same nature might come up in some other outside shop and be settled without the aid and advise of our national officers and be settled in a different way than the settlement made by our president at the local which called him, thereby making conditions at one shop different than at another shop; and believing that conditions should be as near uniform as possible, we advise and recommend that hereafter all disputes that are settled by our national officers or by any local or by any of our standing committees pertaining to shop conditions or prices or the apprentice ratio shall be published in the Potters Herald.

The committee recommended rejection.

Motion by John Shingler that we concur in the committee's recommendation.

Motion carried.

**RESOLUTION No. 75.**

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Whereas, The general ware and sanitary pressers that are engaged in making sanitary specialties in the sanitary potteries of the city of Trenton have no support in the disputes which arise between the manufacturers and men; be it

Resolved, That it be designated at this convention to what local they belong; furthermore that if it be designated that they belong to Local 37; be it

Resolved, That all sanitary pressers making this class of goods be forced to transfer to Local 37 from 45; and

Whereas, These pressers making these specialties have not participated in the ten per cent increase granted to either the general ware pressers or the sanitary pressers they are at a loss to know just where they stand and feel that it ought to be classified either as sanitary or general ware pressing, so that they will be able to share in the increases or decreases granted to either the sanitary or general ware.

The committee recommended adoption of the following substitute for Resolution No. 75:

Whereas, We feel it is to the best interest of brothers making sanitary accessories and general ware specialties in regular sanitary shops, to be under the care of L. U. 45; therefore be it

Resolved, That when any dispute arises in this branch of the trade, such dispute shall be handled by regular shop committee of the plant, and follow the regular course of disputes. As we have no wage agreement covering this class of work the question of receiving raise shall be taken up in shop where such work is made.

Motion by John Shingler that the recommendation of the committee be concurred in.

Motion carried.



## RESOLUTION No. 182.

By Local Union No. 71.

Owing to an apprentice sometimes getting a journeyman discharge paper from his employer as is sometimes the case when an apprentice has been helping out and receiving journeyman's wages, which the agreement provides, and in some cases said apprentice will hand the journeyman discharge paper to his next employer and claim to be a journeyman and be employed as such, the local of that place will perhaps know the true circumstances of the case and bring the matter to the attention of the employer who in turn will show the journeyman discharge paper presented to him by said apprentice thereby making it extremely difficult for the local to regulate the apprentice ratio in the shop; therefore be it

Resolved, That no employer or foreman be permitted to give a journeyman discharge to an apprentice until he knows for a certainty that said apprentice has worked the number of years required by his trade to become a journeyman.

The committee recommended that Resolution No. 182 be withdrawn at the request of the delegates of Local Union 71. Committee's recommendation adopted.

## RESOLUTION No. 193.

By Kilnmen at Convention.

Whereas, Local Union No. 9, N. B. of O. P., feel that they are not fairly represented on the conference committee, we feel that a change ought to be made in our laws; therefore be it

Resolved, That there shall be elected two kilnmen from No. 9 and one kilnman from No. 59 to serve on the coming conference committee.

The committee recommended that Resolution No. 193 be referred to the Executive Board to use their discretion.

Motion by John Shingler that the recommendation of the committee be concurred in.

Motion carried.

## REPORT OF THE COMMITTEE ON HEALTH.

## RESOLUTION No. 186.

By a Caucus of Western Delegates.

Whereas, The western portion of the potting trade (comprising both general and sanitary) are not getting but little, if any, benefits or results from the present method of securing healthful conditions in the shops; therefore be it

Resolved, That a health inspector be chosen to work in the West, the same to be a practical man who knows and understands western shop conditions; and be it further

Resolved, That if we cannot get the above resolution passed, the present office of health inspector be abolished.

The committee recommended the adoption of the following substitute for Resolution No. 186:

Resolved, That we reaffirm the action of last year's conven-

tion and that Bro. Mushet go to the West not later than Aug. 15th, and spend at least six months of his time there; and the question of continuing our health inspector be submitted to the trade at the next election of national officers.

Motion by George Cartlidge that the committee's recommendation be concurred in.

Motion carried.

#### RESOLUTION No. 176.

By Delegates of Local Unions Nos. 9, 53, 54, 18, 76, 97 and 99.

Whereas, It looks from the past that there is much dissatisfaction in regard to our health inspector; therefore be it

Resolved, That there be two health inspectors; one from the East and one from the West, as we deem it too much for one inspector to look after the entire trade.

The committee recommended rejection.

On motion by George Cartlidge the committee's recommendation was concurred in.

#### RESOLUTION No. 162.

By Local Union No. 100 (Sanitary, Mixed) Broadway, Va.

Resolved, That the N. B. of O. P. discontinue with the service of Shop and Health Inspector Mushet as he does not do his duty. Local Union No. 100 has been running for eight months and he has not visited our plant.

The committee recommended rejection.

Committee's recommendation adopted.

#### RESOLUTION No. 152.

By Local Union No. 97 (General Ware, Mixed) Mt. Clemens, Michigan.

Whereas, The N. B. of O. P. jointly with the U. S. P. A., pay a health inspector to inspect the potteries, but do not provide any means to enforce his recommendations; therefore be it

Resolved, That the N. B. of O. P. demand the right to refuse to work until the recommendations are carried out, without any violations of the agreement.

Committee recommended the adoption of the following substitute for Resolution No. 152:

Resolved, That the National Health Committee instruct Health Inspector William Mushet to immediately proceed to put into operation the health laws adopted by the Western Joint Health Committee.

Motion by George Cartlidge that we concur in the committee's recommendation.

Motion carried.

#### RESOLUTION No. 99

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, It is possible to eliminate the use of flint which is

a constant detriment to the health of the presser. The use of cornstarch has proven a good substitute for flint; therefore be it

Resolved, That we demand of the manufacturers that they provide cornstarch for the use of pressers and casters.

The committee recommended that the resolution be referred to the National Health Committee.

On motion the committee's recommendation was concurred in.

#### RESOLUTION No. 12.

By Local Union No. 6 (General Ware, Mixed) Wheeling, W. Va.

Whereas, In many of the smaller shops there is not enough clay used to hire a clay carrier to let him get a day's work; and

Whereas, We think sweeping of the shop should be done at the firm's expense; therefore be it

Resolved, That all clay be furnished on all workmen's benches in all generalware potteries free of charge; and be it further

Resolved, That all sweeping done in the clay shops be paid for by the firms.

The committee recommended rejection.

Committee's recommendation adopted.

#### RESOLUTION No. 74.

By Local Union No. 36 (Turners and Handlers) Trenton, N. J.

Whereas, We find that other trades do not have to pay for sweeping of shops and we feel that this is unfair to ask the general ware clay workers to pay for this work to be done; therefore be it

Resolved, That the shops be swept each working day after working hours at the expense of the firm.

The committee recommended rejection.

Committee's recommendation adopted.

#### RESOLUTION No. 77.

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Whereas, We feel it is an injustice for a manufacturer to ask us to pay for the sweeping of shops; therefore be it

Resolved, That we refuse to pay for the sweeping of shops after our present agreement expires September 30, 1917.

The committee recommended rejection.

Committee's recommendation adopted.

#### RESOLUTION No. 88.

By Local Union No. 40 (Jiggermen and Dishmakers) Trenton, N. J.

Resolved, That clay be delivered to the jiggerman's bench and all scraps taken away and sweeping done at the expense of the firm.

The committee recommended rejection.

Committee's recommendation adopted.

RESOLUTION No. 114.

By Local Union No. 66 (General Ware, Mixed) Crooksville, O.

Whereas, The clay hands have always had to pay for the sweeping of the floors; therefore be it

Resolved, That the sweeper be paid by the firm.

The committee recommended rejection.

Committee's recommendation adopted.

RESOLUTION No. 119.

By Local Union No. 74 (General Ware, Mixed) Carrollton, O.

Resolved, That the firm hire and pay for having the clay shop swept. The sweeping to begin not before fifteen minutes after quitting time.

The committee recommended rejection.

Committee's recommendation adopted.

RESOLUTION No. 125.

By Local Union No. 75 (General Ware, Mixed) Coshocton, O.

Whereas, The clay hands are paying for the sweeping of their floors; and

Whereas, We consider this an injustice; therefore be it

Resolved, That the firm be required to pay for the same.

The committee recommended rejection.

Committee's recommendation adopted.

RESOLUTION No. 153.

By Local Union No. 97 (General Ware, Mixed) Mt. Clemens, Michigan.

Whereas, The clay hands are about the only branch of the industry that must sweep their floors or have them swept at their expense, and it is more injurious to the health of the members to have clay shops swept during working hours than any other departments on account of dust; therefore be it

Resolved, That the shops of all departments be swept after

The committee recommended rejection.

Committee's recommendation adopted.

the regular working hours at the firm's expense.

Motion by George Cartlidge that the recommendation of the committee be concurred in.

Motion carried.

(For further action on Resolution No. 99 see minutes later in this session.)

RESOLUTION No. 150

By Local Union No. 97

The committee recommended that Resolution No. 97 be referred to the General Ware Price List Committee.

On motion by George Cartlidge the recommendation of the committee was concurred in.

(For further action on Resolution No. 150 see Monday afternoon's minutes).

#### RESOLUTION No. 12

By Local Union No. 6 (General Ware, Mixed) Wheeling, W. Va.

Whereas, In many of the smaller shops there is not enough clay used to hire a clay carrier to let him get a day's work; and

Whereas, We think sweeping of the shop should be done at the firm's expense; therefore be it

Resolved, That all clay be furnished on all workmen's benches in all generalware potteries free of charge; and be it further

Resolved, That all sweeping done in the clay shops be paid for by the firm.

#### RESOLUTION No. 74

By Local Union No. 36 (Turners and Handlers) Trenton, N. J.

Whereas, We find that other trades do not have to pay for sweeping of shops and we feel that this is unfair to ask the general ware clay workers to pay for this work to be done; therefore be it

Resolved, That the shops be swept each working day after working hours at the expense of the firm.

#### RESOLUTION No. 77

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Whereas, We feel it is an injustice for a manufacturer to ask us to pay for the sweeping of shops; therefore be it

Resolved, That we refuse to pay for the sweeping of shops after our present agreement expires September 30, 1917.

#### RESOLUTION No. 88

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Resolved, That clay be delivered to the jiggerman's bench and all scraps taken away and sweeping done at the expense of the firm.

#### RESOLUTION No. 114

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Resolved, That the sweeper be paid by the firm.



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By Local Union No. 74 (General Ware, Mixed) Carrollton, O.

Resolved, That the firm hire and pay for having the clay shop swept. The sweeping to begin not before fifteen minutes after quitting time.

## RESOLUTION No. 125

By Local Union No. 75 (General Ware, Mixed) Coshocton, O.

Whereas, The clay hands are paying for the sweeping of their floors; and

Whereas, We consider this an injustice; therefore be it

Resolved, That the firm be required to pay for the same.

## RESOLUTION No. 153

By Local Union No. 97 (General Ware, Mixed) Mt. Clemens, Michigan.

Whereas, The clay hands are about the only branch of the industry that must sweep their floors or have them swept at their expense, and it is more injurious to the health of the members to have clay shops swept during working hours than any other departments on account of dust; therefore be it

Resolved, That the shops of all departments be swept after the regular working hours at the firm's expense.

The committee recommended that Resolutions Nos. 12, 74, 77, 88, 114, 119, 125 and 153 be rejected and recommended the adoption of the following:

Whereas, We find that other trades do not have to pay for sweeping of shops we think it unfair to compel the general ware workers to pay for same; therefore be it

Resolved, That all shops be swept each working day after 6 o'clock p. m. and before 5 a. m., at the expense of the firm, no sweeping to be done during working hours. Kilnsheds shall also be swept at noon time each day in addition to regular sweeping; be it further

Resolved, That all workshops be swept out thoroughly once each week with wet or oiled sawdust in conjunction with regular sweeping.

Motion by George Cartlidge that the recommendation of the committee be concurred in.

Motion carried.

## RECOMMENDATIONS OF HEALTH INSPECTOR.

1. Whereas, The partial success of our asthma treatment has been beneficial to a majority of our members who have taken it;

Resolved, Your Committee on Health recommend we continue this treatment and select six new cases for treatment the coming year at the expense of the organization.

2. We would recommend to the trade the adoption of a dust and waterproof apron for clay workers; this goods can

be purchased at any dry goods store and is known as nursery sheeting, single rubber surface.

3. We endorse and approve the action of the Eastern Health Committee in establishing the hospital treatment fund and would request our inspector to have a similar fund in all pottery towns where practical.

Motion by George Cartlidge that the Health Inspector's recommendations be concurred in.

Motion carried.

Motion by George Cartlidge that we reconsider our action on Resolution No. 99 by Local Union No. 45.

Motion to reconsider carried.

#### RESOLUTION No. 99

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, It is possible to eliminate the use of flint which is a constant detriment to the health of the presser. The use of cornstarch has proven a good substitute for flint; therefore be it

Resolved, That we demand of the manufacturers that they provide cornstarch for the use of pressers and casters.

The committee recommended the adoption of the following substitute for Resolution No. 99:

Whereas, It is possible to eliminate the use of dry flint or clay dust, which is a menace to the health of the presser and caster; therefore be it

Resolved, The use of dry flint and clay dust be prohibited and flint water be used wherever practical, and corn starch be provided by manufacturers for pressers and casters where flint water cannot be used.

Motion by George Cartlidge that the substitute offered by the committee for Resolution No. 99 be concurred in.

Motion carried.

#### REPORT OF COMMITTEE ON SANITARY PRICE LIST.

##### RESOLUTION No. 97

By Local Union No. 45.

The committee recommended that the resolution be referred to the convention to be taken up as a committee of the whole.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion carried.

The resolution to be taken up as the first business at the afternoon's session.

##### RESOLUTION No. 139.

By Local Union No. 82 (Sanitary, Mixed) Chillicothe, O.

Whereas, The sanitary potteries springing up at various points throughout the country, and remaining unorganized by the N. B. of O. P., namely at Carthage, O.; Kenova, W. Va.; Kalamazoo, Mich., and various other places, are a menace to

the N. B. of O. P. and the sanitary pottery business; therefore be it

Resolved, That a special organizer be appointed by the executive board, for the purpose of organizing these shops, at a salary of thirty dollars (\$30.00) per week and expenses, and the work to continue as long as in the judgment of the executive board such action is required.

The committee recommended rejection.

Recommendation of the committee adopted.

## REPORT OF THE EXECUTIVE BOARD.

### RESOLUTION No. 189

By Local Union No. 45

We, the delegates of Local Union No. 45, request of the Executive Board an interpretation and explanation of our Insurance Laws governing delinquents and the method of their maturity.

Executive Board's interpretation of Insurance Laws:

It is our understanding of Section 3 of the Insurance Laws that a member's dues must be paid between the first and last day of the month to be considered in good standing in the insurance fund; that when any member fails to pay dues or assessments on time as provided by the Insurance Laws he shall have \$25 deducted from his insurance, and he shall be required to pay dues for the month he was delinquent and be in continuous good standing for a period of three months to regain the \$25.00 deducted.

Any member failing to pay dues covering a period of three months loses his standing in the insurance fund, and he must pay up his arrearages and be in continuous good standing for a period of six months to be entitled to benefits in the sum of \$50.00, and graduate to a full beneficiary as provided in Section 2 of the Insurance Laws.

If the death of a member occurs before the 15th of the month, the fact that dues had not been paid for said month will not count against his or her standing in the insurance fund, but if death occurs after the 15th of the month and dues have not been paid for said month, the beneficiaries or local union have the right to pay said dues before the expiration of said month, otherwise such member will be declared one month in arrears and the sum of \$25.00 be deducted from his insurance benefits.

Motion by Frank H. Hutchins that the Executive Board's interpretation of our insurance laws be concurred in.

Motion carried.

### RESOLUTION No. 30.

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

Whereas, As our referendum system has to our opinion proved to be a failure as to getting the vote out, and has proven in past elections to get about one-fifth of the entire membership to cast their ballot, we, members of No. 12, believe that a

shop ballot box would overcome all trouble in the future; therefore be it

Resolved, That the 1917 convention pass a law and devise ways and means whereby we can have a shop vote.

#### RESOLUTION No. 70.

By Local Union No. 36 (Turners and Handlers) Trenton, N. J.

Whereas, We find it impossible to get the opinion of a majority of our members on important problems by the referendum in its present form; therefore be it

Resolved, That we take the ballot in the shop, each shop committee to have charge of the ballot boxes which shall be sealed; and be it further

Resolved, That each member voting shall sign his name to slip in charge of shop committee.

The committee recommended the adoption of the following substitute for Resolutions Nos. 30 and 70:

Whereas, We believe the time has arrived when the manner of our voting ought to be changed so that our membership cannot dodge the issues voted upon, and made to assume some of the responsibility that now rests upon the shoulders of a few faithful members; therefore be it

Resolved, That this convention go on record as adopting the shop vote; and be it further

Resolved, That each local through its committees shall pass ballots and after voting shall seal ballots and return them to the different locals, where after being counted they shall follow the same procedure that prevails at present time; and be it further

Resolved, That if this resolution is adopted all laws conflicting with it shall be repealed.

Motion by George Chadwick that the recommendation of the committee be concurred in.

Amendment by Banner that when it is impossible to take the vote in the shop because of strike, lockout, shop not working or members out of employment, such members shall be permitted to vote at local unions.

Amendment carried.

Amendment to the amendment that the words "sixty-two and one-half cents per hour" be stricken out of the committee's recommendation.

Amendment to the amendment carried.

Sufficient members having asked for the previous question the motion was put and carried.

Fourth Vice President S. M. Moore, as a special privilege, was given permission to make the following motion:

If the action on this proposition is favorable that it be submitted to a referendum vote of the trade.

The hour of adjournment having arrived upon motion by R. A. McDevitt the convention adjourned with the motion to refer the proposition to a referendum vote of the trade still before the convention.

# Monday, July Sixteenth

## AFTERNOON SESSION

The convention was called to order by President Menge.

Absentees—Yeager, Kline, Jewell, Harney, Briggs, Stull, Quigley, Reay, Astbury, Hibbert, Hull, Church, Gillespie.

Motion by Perry Bortz that we adjourn until Tuesday morning.

Motion lost.

Minutes of previous session were read and approved.

The first business before the convention was the substitute for Resolutions Nos. 30 and 70, offered by the Committee on Law.

The motion before the convention was to adopt the substitute offered by the committee.

The motion to adopt the substitute for Resolutions Nos. 30 and 70 lost by a vote of 40 for to 54 against.

The following delegates asked that their names be recorded as voting in favor of adopting the Law Committee's recommendation: De Bee, Gratton, McCullough, J. C. Higgins, Firth, Daley, Sewickley, Winters, Chadwick (Josh) Wood, (N. S.), Cox, McPhail, Merryman, Haney, Banner, Shaw, Konig.

The convention then resolved itself into a committee of the whole to take up Resolution No. 97, by L. U. No. 45, in accordance with a motion passed at the morning's session.

### REPORT OF THE COMMITTEE OF THE WHOLE.

#### RESOLUTION No. 97

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, The 25th. annual convention adopted a resolution calling for the organization of all casters, therefore be it

Resolved, That we reaffirm the action of the 25th annual convention and that it shall be mandatory for the executive board to immediately take steps to organize all shops where casting is done.

The committee recommended the adoption of Resolution No. 97.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion carried.

### REPORT OF THE COMMITTEE ON LAW.

#### RESOLUTION No. 102

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.



Resolved, That any member of the N. B. of O. P. who volunteers his services to the United States shall be kept in good standing the same as a sick member.

#### RESOLUTION No. 172

By Local Union No. 59, Sebring, Ohio.

Owing to the fact that many of us may be called to perform military duties in the present war and we feel that each member in good standing should be entitled to benefits for their beneficiaries, should they meet death while in service; therefore be it

Resolved, That Section 90 of the National Rules and Regulations be changed to read: Benefits shall be granted at the death of any member when the performance of military duties is the cause of such death.

The committee recommended the adoption of the following substitute for Resolutions Nos. 102 and 172:

Resolved, That any member of the N. B. of O. P. who does military service during the period of the war shall be placed in the same category as a sick member, and in case of death said member shall receive death benefits provided he leaves a relative or dependent.

The local must furnish proof of said member's death. We further recommend that all secretaries comply with Section 6 of the Insurance Laws; and be it further

Resolved, That at the expiration of the present war this law shall be repealed.

Motion by George Chadwick that the recommendation of the committee be concurred in.

Motion carried.

#### REPORT OF FINANCE COMMITTEE.

##### RESOLUTION No. 194.

By Delegates in Convention.

Whereas, We feel that \$200.00 is insufficient to pay in even a respectable way to bury our loved ones with respect; therefore be it

Resolved, That our laws be changed to read \$300.00 instead of \$200.00.

The committee recommended the adoption of the resolution with the following amendment: "The amount to read \$250.00 instead of \$300.00 in the resolution to apply to any member who has been a member 10 years or more without suspension and otherwise qualified to the present death insurance law.

Motion by Harry Hassall that the recommendation of the committee be concurred in.

Motion lost.

Motion by Hutchins that Resolution No. 194 be rejected.

Motion carried.

#### REPORT OF COMMITTEE ON GENERAL WARE PRICE LIST

##### RESOLUTION No. 150.

By Local Union No. 97 (General Ware, Mixed) Mt. Clemens, Michigan.

Whereas, It is injurious to the health of our members to work long hours; therefore be it

Resolved, That nine (9) hours shall constitute a day's work; work to start at seven (7:00) o'clock a. m. to twelve (12:00) noon, take one (1) hour for dinner, start at one (1) o'clock p. m. and stop for the day at five (5:00) o'clock p. m., and no over time shall be done only at the request of the firm and permission of the shop committee; lunch time to remain same as at present.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

### REPORT OF THE COMMITTEE ON FINANCE.

The committee recommended the payment of the following bills for mileage, etc.:

	Mileage & Expenses
President Edward Menge.....	\$ 52.42
First Vice President F. H. Hutchins.....	43.15
Second Vice President Geo. Chadwick.....	125.53
Third Vice President Louis Driber.....	107.40
Fourth Vice President S. M. Moore.....	114.50
Sixth Vice President T. M. Woods.....	131.65
Seventh Vice President John Shingler.....	127.68
Secretary-Treasurer John T. Wood.....	31.12
Herald Manager Will T. Blake.....	39.27
Local Union	
No.	
4 M. J. O'Shea .....	12.22
Dan Morgan .....	12.22
Homer Owen .....	12.22
5 Thomas Swift .....	35.00
E. L. Vaught .....	35.00
7 John O'Malley .....	20.00
Lee Baldwin .....	20.00
9 N. S. Woods.....	12.22
William Cox .....	12.22
William McPhail .....	12.22
James Dwyer .....	12.22
Charles Merriman .....	12.22
Lot Haney .....	12.22
10 Thomas Clapperton .....	12.22
Thomas Ramsey .....	12.22
John McGillivray .....	12.22
11 George Yeager .....	7.55
12 Frank Gratton .....	12.22
Louis De Bee .....	12.22
Frank McCullough .....	12.22
Chas. Higgins .....	12.22
16 David Turner .....	12.22
E. L. Marsh .....	12.22

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18	Pat McKeone .....	12.22
	John Dimmock .....	12.22
20	Henry Gouker .....	12.16
	David Collins .....	12.16
22	George Goppert .....	12.22
24	Frank Smurthwaite .....	12.42
	Jonh Hand .....	12.42
26	Harvey Shaw .....	31.70
	James Wilkins .....	31.70
	Sidney Banner .....	31.70
28	George Clark .....	10.00
29	Walter J. McKeone .....	12.22
30	Joseph Morris .....	16.00
31	Robert Daley .....	12.66
	August Sewickley .....	12.66
33	Fred W. Thompson .....	12.00
35	Joseph Caren .....	3.40
	Harry Bickford .....	3.40
	Thomas O'Brian .....	3.40
	Martin Gallagher .....	3.40
36	Clarence Kentworthy .....	3.40
37	George Tyrell .....	3.40
40	Alex Young .....	3.40
	Thomas Coley .....	3.40
41	Joseph Campbell .....	3.40
44	R. J. Larkins .....	15.20
	Steven Leighton .....	14.75
	Elmer Bourne .....	14.75
45	F. Bentley .....	3.40
	George H. Cartlidge .....	3.40
	T. B. Dennis .....	3.40
	Harry Hassall .....	3.40
	J. V. Johnson .....	3.40
	James Longmuir .....	3.40
	R. McDevitt .....	3.40
	Walter Umstead .....	3.40
	E. Wilson .....	3.40
	John Brennen .....	3.40
46	John E. Kline .....	10.00
	John J. Scholl .....	10.00
49	George Bloor .....	3.40
50	Ernest Tittensor .....	2.00
51	Edward Tiedy .....	10.70
	C. T. Wayt .....	10.70
52	R. G. King .....	10.00
	James H. Dunmire .....	10.00
53	Dora Konig .....	12.22
54	James Winters .....	13.00
	William Gilbert .....	13.00
57	C. A. Langan .....	13.78
59	Homer Alabaugh .....	14.75
	Robert Jewell .....	15.20
	Henry Stroble .....	14.75
63	Thomas G. Harney .....	3.40
	William Briggs .....	3.40
66	Allen Hunt .....	18.14
70	Bert Robinson .....	14.15
71	Will Ashbaugh .....	13.18

the N. B. of O. P. and the sanitary pottery business; therefore be it

Resolved, That a special organizer be appointed by the executive board, for the purpose of organizing these shops, at a salary of thirty dollars (\$30.00) per week and expenses, and the work to continue as long as in the judgment of the executive board such action is required.

The committee recommended rejection.

Recommendation of the committee adopted.

## REPORT OF THE EXECUTIVE BOARD.

### RESOLUTION No. 189

By Local Union No. 45

We, the delegates of Local Union No. 45, request of the Executive Board an interpretation and explanation of our Insurance Laws governing delinquents and the method of their maturity.

Executive Board's interpretation of Insurance Laws:

It is our understanding of Section 3 of the Insurance Laws that a member's dues must be paid between the first and last day of the month to be considered in good standing in the insurance fund; that when any member fails to pay dues or assessments on time as provided by the Insurance Laws he shall have \$25 deducted from his insurance, and he shall be required to pay dues for the month he was delinquent and be in continuous good standing for a period of three months to regain the \$25.00 deducted.

Any member failing to pay dues covering a period of three months loses his standing in the insurance fund, and he must pay up his arrearages and be in continuous good standing for a period of six months to be entitled to benefits in the sum of \$50.00, and graduate to a full beneficiary as provided in Section 2 of the Insurance Laws.

If the death of a member occurs before the 15th of the month, the fact that dues had not been paid for said month will not count against his or her standing in the insurance fund, but if death occurs after the 15th of the month and dues have not been paid for said month, the beneficiaries or local union have the right to pay said dues before the expiration of said month, otherwise such member will be declared one month in arrears and the sum of \$25.00 be deducted from his insurance benefits.

Motion by Frank H. Hutchins that the Executive Board's interpretation of our insurance laws be concurred in.

Motion carried.

### RESOLUTION No. 30.

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

Whereas, As our referendum system has to our opinion proved to be a failure as to getting the vote out, and has proven in past elections to get about one-fifth of the entire membership to cast their ballot, we, members of No. 12, believe that a

shop ballot box would overcome all trouble in the future; therefore be it

Resolved, That the 1917 convention pass a law and devise ways and means whereby we can have a shop vote.

#### RESOLUTION No. 70.

By Local Union No. 36 (Turners and Handlers) Trenton, N. J.

Whereas, We find it impossible to get the opinion of a majority of our members on important problems by the referendum in its present form; therefore be it

Resolved, That we take the ballot in the shop, each shop committee to have charge of the ballot boxes which shall be sealed; and be it further

Resolved, That each member voting shall sign his name to slip in charge of shop committee.

The committee recommended the adoption of the following substitute for Resolutions Nos. 30 and 70:

Whereas, We believe the time has arrived when the manner of our voting ought to be changed so that our membership cannot dodge the issues voted upon, and made to assume some of the responsibility that now rests upon the shoulders of a few faithful members; therefore be it

Resolved, That this convention go on record as adopting the shop vote; and be it further

Resolved, That each local through its committees shall pass ballots and after voting shall seal ballots and return them to the different locals, where after being counted they shall follow the same procedure that prevails at present time; and be it further

Resolved, That if this resolution is adopted all laws conflicting with it shall be repealed.

Motion by George Chadwick that the recommendation of the committee be concurred in.

Amendment by Banner that when it is impossible to take the vote in the shop because of strike, lockout, shop not working or members out of employment, such members shall be permitted to vote at local unions.

Amendment carried.

Amendment to the amendment that the words "sixty-two and one-half cents per hour" be stricken out of the committee's recommendation.

Amendment to the amendment carried.

Sufficient members having asked for the previous question the motion was put and carried.

Fourth Vice President S. M. Moore, as a special privilege, was given permission to make the following motion:

If the action on this proposition is favorable that it be submitted to a referendum vote of the trade.

The hour of adjournment having arrived upon motion by R. A. McDevitt the convention adjourned with the motion to refer the proposition to a referendum vote of the trade still before the convention.



## Monday, July Sixteenth

### AFTERNOON SESSION

The convention was called to order by President Menge.

Absentees—Yeager, Kline, Jewell, Harney, Briggs, Stull, Quigley, Reay, Astbury, Hibbert, Hull, Church, Gillespie.

Motion by Perry Bortz that we adjourn until Tuesday morning.

Motion lost.

Minutes of previous session were read and approved.

The first business before the convention was the substitute for Resolutions Nos. 30 and 70, offered by the Committee on Law.

The motion before the convention was to adopt the substitute offered by the committee.

The motion to adopt the substitute for Resolutions Nos. 30 and 70 lost by a vote of 40 for to 54 against.

The following delegates asked that their names be recorded as voting in favor of adopting the Law Committee's recommendation: De Bee, Gratton, McCullough, J. C. Higgins, Firth, Daley, Sewickley, Winters, Chadwick (Josh) Wood, (N. S.), Cox, McPhail, Merryman, Haney, Banner, Shaw, Konig.

The convention then resolved itself into a committee of the whole to take up Resolution No. 97, by L. U. No. 45, in accordance with a motion passed at the morning's session.

#### REPORT OF THE COMMITTEE OF THE WHOLE.

##### RESOLUTION No. 97

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, The 25th. annual convention adopted a resolution calling for the organization of all casters, therefore be it

Resolved, That we reaffirm the action of the 25th annual convention and that it shall be mandatory for the executive board to immediately take steps to organize all shops where casting is done.

The committee recommended the adoption of Resolution No. 97.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion carried.

#### REPORT OF THE COMMITTEE ON LAW.

##### RESOLUTION No. 102

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Resolved, That any member of the N. B. of O. P. who volunteers his services to the United States shall be kept in good standing the same as a sick member.

### RESOLUTION No. 172

By Local Union No. 59, Sebring, Ohio.

Owing to the fact that many of us may be called to perform military duties in the present war and we feel that each member in good standing should be entitled to benefits for their beneficiaries, should they meet death while in service; therefore be it

Resolved, That Section 90 of the National Rules and Regulations be changed to read: Benefits shall be granted at the death of any member when the performance of military duties is the cause of such death.

The committee recommended the adoption of the following substitute for Resolutions Nos. 102 and 172:

Resolved, That any member of the N. B. of O. P. who does military service during the period of the war shall be placed in the same category as a sick member, and in case of death said member shall receive death benefits provided he leaves a relative or dependent.

The local must furnish proof of said member's death. We further recommend that all secretaries comply with Section 6 of the Insurance Laws; and be it further

Resolved, That at the expiration of the present war this law shall be repealed.

Motion by George Chadwick that the recommendation of the committee be concurred in.

Motion carried.

### REPORT OF FINANCE COMMITTEE.

#### RESOLUTION No. 194.

By Delegates in Convention.

Whereas, We feel that \$200.00 is insufficient to pay in even a respectable way to bury our loved ones with respect; therefore be it

Resolved, That our laws be changed to read \$300.00 instead of \$200.00.

The committee recommended the adoption of the resolution with the following amendment: "The amount to read \$250.00 instead of \$300.00 in the resolution to apply to any member who has been a member 10 years or more without suspension and otherwise qualified to the present death insurance law.

Motion by Harry Hassall that the recommendation of the committee be concurred in.

Motion lost.

Motion by Hutchins that Resolution No. 194 be rejected.

Motion carried.

### REPORT OF COMMITTEE ON GENERAL WARE PRICE LIST

#### RESOLUTION No. 150.

By Local Union No. 97 (General Ware, Mixed) Mt. Clemens, Michigan.

Whereas, It is injurious to the health of our members to work long hours; therefore be it

Resolved, That nine (9) hours shall constitute a day's work; work to start at seven (7:00) o'clock a. m. to twelve (12:00) noon, take one (1) hour for dinner, start at one (1) o'clock p. m. and stop for the day at five (5:00) o'clock p. m., and no over time shall be done only at the request of the firm and permission of the shop committee; lunch time to remain same as at present.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

### REPORT OF THE COMMITTEE ON FINANCE.

The committee recommended the payment of the following bills for mileage, etc.:

		Mileage & Expenses
	President Edward Menge.....	\$ 52.42
	First Vice President F. H. Hutchins.....	43.15
	Second Vice President Geo. Chadwick.....	125.53
	Third Vice President Louis Driber.....	107.40
	Fourth Vice President S. M. Moore.....	114.50
	Sixth Vice President T. M. Woods.....	131.65
	Seventh Vice President John Shingler.....	127.68
	Secretary-Treasurer John T. Wood.....	31.12
	Herald Manager Will T. Blake.....	39.27
Local Union		
No.		
4	M. J. O'Shea .....	12.22
	Dan Morgan .....	12.22
	Homer Owen .....	12.22
5	Thomas Swift .....	35.00
	E. L. Vaught .....	35.00
7	John O'Malley .....	20.00
	Lee Baldwin .....	20.00
9	N. S. Woods.....	12.22
	William Cox .....	12.22
	William McPhail .....	12.22
	James Dwyer .....	12.22
	Charles Merriman .....	12.22
	Lot Haney .....	12.22
10	Thomas Clapperton .....	12.22
	Thomas Ramsey .....	12.22
	John McGillivray .....	12.22
11	George Yeager .....	7.55
12	Frank Gratton .....	12.22
	Louis De Bee .....	12.22
	Frank McCullough .....	12.22
	Chas. Higgins .....	12.22
16	David Turner .....	12.22
	E. L. Marsh .....	12.22

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18	Pat McKeone .....	12.22
	John Dimmock .....	12.22
20	Henry Gouker .....	12.16
	David Collins .....	12.16
22	George Goppert .....	12.22
24	Frank Smurthwaite .....	12.42
	Jonh Hand .....	12.42
26	Harvey Shaw .....	31.70
	James Wilkins .....	31.70
	Sidney Banner .....	31.70
28	George Clark .....	10.00
29	Walter J. McKeone .....	12.22
30	Joseph Morris .....	16.00
31	Robert Daley .....	12.66
	August Sewickley .....	12.66
33	Fred W. Thompson .....	12.00
35	Joseph Caren .....	3.40
	Harry Bickford .....	3.40
	Thomas O'Brian .....	3.40
	Martin Gallagher .....	3.40
36	Clarence Kentworthy .....	3.40
37	George Tyrell .....	3.40
40	Alex Young .....	3.40
	Thomas Coley .....	3.40
41	Joseph Campbell .....	3.40
44	R. J. Larkins .....	15.20
	Steven Leighton .....	14.75
	Elmer Bourne .....	14.75
45	F. Bentley .....	3.40
	George H. Cartlidge .....	3.40
	T. B. Dennis .....	3.40
	Harry Hassall .....	3.40
	J. V. Johnson .....	3.40
	James Longmuir .....	3.40
	R. McDevitt .....	3.40
	Walter Umstead .....	3.40
	E. Wilson .....	3.40
	John Brennen .....	3.40
46	John E. Kline .....	10.00
	John J. Scholl .....	10.00
49	George Bloor .....	3.40
50	Ernest Tittensor .....	2.00
51	Edward Tiedy .....	10.70
	C. T. Wayt .....	10.70
52	R. G. King .....	10.00
	James H. Dunmire .....	10.00
53	Dora Konig .....	12.22
54	James Winters .....	13.00
	William Gilbert .....	13.00
57	C. A. Langan .....	13.78
59	Homer Alabaugh .....	14.75
	Robert Jewell .....	15.20
	Henry Stroble .....	14.75
63	Thomas G. Harney .....	3.40
	William Briggs .....	3.40
66	Allen Hunt .....	18.14
70	Bert Robinson .....	14.15
71	Will Ashbaugh .....	13.18

	E. O. Lloyd .....	13.18
72	Perry Bortz .....	35.00
	C. J. Williams .....	35.00
73	George Platt .....	14.85
74	Josh Chadwick .....	14.32
	Jos. S. Kerr .....	14.32
75	Thomas Stuli .....	16.12
76	F. Warner .....	21.80
	Bernard Quigley .....	21.80
77	John Reay .....	15.70
78	George Smith .....	25.20
79	Herford Moore .....	19.56
80	Edwin Firth .....	22.75
81	Wm. G. Astbury .....	3.40
85	Frank Gallimore .....	2.00
86	Harry Prescott .....	12.22
	Jake Smurthwaite .....	12.22
90	C. G. McCue .....	18.68
91	Thomas Hibbert .....	3.40
95	Frank Hull .....	12.22
96	Hugh Church .....	5.00
97	A. K. Fetty .....	26.00
98	Dan Gillespie .....	18.00
99	George Toland .....	18.68
	East. Gen. Ware Ccm., Robert Rowland....	79.90
	West. Gen. W. Com., George Smith.....	84.62
	East. Inspector, Wm. Mushet.....	22.40
	J. A. Walker, hall rent, janitor service, ice water, etc. ....	85.50
	Total expense.....	\$2,365.60

Motion by William Cox that the recommendation of the committee be concurred in and entered in the convention proceedings.

Motion carried

### NOMINATIONS FOR CONVENTION CITY.

According to an understanding reached before nominations were opened, a city for holding the 1918 convention must receive 25 votes to back up the nomination.

The following cities were named for nomination: East Liverpool, Atlantic City, Buffalo, Toledo, Columbus, Cleveland.

Atlantic City being the only city receiving the required number of votes for nomination it was selected for holding the 1918 convention, on motion by C. J. Williams.

Motion by Homer Owen that any law passed by this convention that conflicts with former laws, the said laws stand repealed.

### INSTALLATION OF OFFICERS.

The newly elected officers were installed by former Seventh Vice President Frank W. Gratton.



There being no further business to come before the convention a motion was made to adjourn sine die.

The motion was put and carried, and the 27th Annual Convention of the N. B. of O. P. was adjourned.

JOHN T. WOOD,

National Secretary-Treasurer.

	E. O. Lloyd .....	13.18
72	Perry Bortz .....	35.00
	C. J. Williams .....	35.00
73	George Platt .....	14.85
74	Josh Chadwick .....	14.32
	Jos. S. Kerr .....	14.32
75	Thomas Stuli .....	16.12
76	F. Warner .....	21.80
	Bernard Quigley .....	21.80
77	John Reay .....	15.70
78	George Smith .....	25.20
79	Herford Moore .....	19.56
80	Edwin Firth .....	22.75
81	Wm. G. Astbury .....	3.40
85	Frank Gallimore .....	2.00
86	Harry Prescott .....	12.22
	Jake Smurthwaite .....	12.22
90	C. G. McCue .....	18.68
91	Thomas Hibbert .....	3.40
95	Frank Hull .....	12.22
96	Hugh Church .....	5.00
97	A. K. Fetty .....	26.00
98	Dan Gillespie .....	18.00
99	George Toland .....	18.68
	East. Gen. Ware Ccm., Robert Rowland....	79.90
	West. Gen. W. Com., George Smith.....	84.62
	East. Inspector, Wm. Mushet.....	22.40
	J. A. Walker, hail rent, janitor service, ice water, etc. ....	85.50
	Total expense.....	\$2,365.60

Motion by William Cox that the recommendation of the committee be concurred in and entered in the convention proceedings:

Motion carried

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JOHN T. WOOD,

National Secretary-Treasurer

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# **Proceedings**

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**Twenty-Eighth  
Annual Convention  
of the  
National Brotherhood  
of Operative Potters**

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OCT 8 1924

UNIVERSITY OF CHICAGO  
**Held at  
Atlantic City, N. J.  
July 2nd to July 11th, 1918**





# PROCEEDINGS



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## TWENTY-EIGHTH ANNUAL CONVENTION

OF THE

## NATIONAL BROTHERHOOD OF OPERATIVE POTTERS

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HELD AT  
ATLANTIC CITY. N. J.  
JULY 2ND TO 11TH, 1918



Potters Herald Print

331.88  
P85  
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# TWENTY-EIGHTH ANNUAL CONVENTION

*of the*

National Brotherhood of Operative Potters

## REPORT OF PROCEEDINGS

### MORNING SESSION

I. O. O. F. Hall, Atlantic City, N. J., July 2, 1918.

The Twenty-eighth Annual Convention of the National Brotherhood of Operative Potters was called to order at 10:15 a. m., by President Menge.

The first order of business was the reading of the report of the committee on credentials which had been previously appointed.

We, your credential committee, have examined the credentials and find the following officers and delegates entitled to seats in this convention:

President—Edward Menge.

First Vice President—F. H. Hutchins.

Second Vice President—George Chadwick.

Third Vice President—Louis Driber.

Fourth Vice President—S. M. Moore.

Fifth Vice President—George H. Cartledge.

Sixth Vice President—T. M. Woods.

Seventh Vice President—John Shingler.

Secretary-Treasurer—John T. Wood.

Herald Manager—Will T. Blake.

Local Union No. 4—Wm. H. Kinsey, John Welch, John Ruff.

Local Union No. 5—Leonard Clewlow, Frank Brizius.

Local Union No. 7—Thomas Croxall, James Hill.

Local Union No. 9—Matthew Curran, Conrad Goodballet, George Lane, William McPhail, Charles F. Podewels, John Putnam.

Local Union No. 10—Alonzo Bowman, Thomas Clapperton, John McGillivray.

Local Union No. 11—William Schutte.

Local Union No. 12—Frank Gratton, Louis DeBee, John Laughlin, Henry Konig.

Local Union No. 16—John Thompson, J. R. Manson.

Local Union No. 18—Thomas Hancock.

Local Union No. 20—David Collins, James L. Walsh.

Local Union No. 22—George Goppert.

Local Union No. 24—John Hand, William J. Gloss.

- Local Union No. 25—Charles Fowler, Wm. H. Webb.  
 Local Union No. 26—Andrew McGowan.  
 Local Union No. 29—Edward Reese.  
 Local Union No. 31—Enoch Faulkner, Harry McNutt, Patrick Reidy.  
 Local Union No. 33—Fred W. Thompson.  
 Local Union No. 35—Thomas Henry, James T. Lloyd, Anthony O'Toole.  
 Local Union No. 36—Edwin J. Whitehead.  
 Local Union No. 37—George Tyrell.  
 Local Union No. 40—Thomas Coley, Robert Rowland.  
 Local Union No. 41—John J. Nolan.  
 Local Union No. 44—Blanch Webster, R. C. Larkins, J. I. Sullivan, Park Zentz.  
 Local Union No. 45—James Bailey, Fred Bentley, Harry Bates, T. B. Dennis, J. Vern Johnston, Robert Martin, R. H. McDevitt, A. T. C. Potts, John Remele, John Brennen.  
 Local Union No. 46—John Scholl.  
 Local Union No. 49—Thomas Haggerty.  
 Local Union No. 50—James McGowan.  
 Local Union No. 51—D. P. Cushinie.  
 Local Union No. 53—Muriel Cartwright, Dora Konig.  
 Local Union No. 54—James Winters.  
 Local Union No. 63—Thomas Kelley.  
 Local Union No. 72—John Newbeck.  
 Local Union No. 73—Thomas Smith.  
 Local Union No. 74—Carl Blasenhour, James Streets.  
 Local Union No. 76—John Baker.  
 Local Union No. 77—A. Dunnigan.  
 Local Union No. 78—George Smith.  
 Local Union No. 79—George Rossier.  
 Local Union No. 80—Edgar Jones.  
 Local Union No. 81—W. G. Astbury.  
 Local Union No. 85—Rennie Archibald.  
 Local Union No. 86—Thomas Farrell, Jake Smurthwaite.  
 Local Union No. 90—George Bell.  
 Local Union No. 91—Thomas Hibbett.  
 Local Union No. 95—Melvin Smith.  
 Local Union No. 97—Earl Clark.  
 Local Union No. 98—Lon Fash.  
 Local Union No. 100—George Sassman.  
 Local Union No. 103—John Brunt.  
 Local Union No. 104—Wm. Shenton.  
 Eastern Generalware Committee—Joshua Delaney.  
 Western Generalware Committee—Frank McCullough.  
 Health Inspector—William Mushet.

Signed,

T. M. WOODS,  
 GEO. CHADWICK,  
 LOUIS DRIBER,

Committee on Credentials.

Motion by Frank W. Gratton that the report be received and the delegates seated.

Motion carried.

The credential of Bro. Larry Maley, L. U. No. 44, Sebring, Ohio, was received but on account of the death of his father-in-law Bro. Maley was called back to Sebring before the convention convened.

Appointments were made as follows:

Assistant Secretary—George Chadwick, L. U. No. 4.

Inspectors—Louis DeBee, L. U. No. 12, and John Brunt, L. U. No. 103.

Guards—Matthew Curren, L. U. No. 9, morning session, and Thomas Farrell, L. U. No. 86, afternoon session.

Committees were then announced as follows:

Committee on Rules— L. U. No.

John Shingler, Chairman .....	4
Matthew Curren .....	9
Enoch Faulkner .....	31
Blanche Webster .....	44
John Brennen .....	45
Dora Keonig .....	53
Thomas Farrell .....	86

Committee on Appeals and Grievances—

Louis Driber, Chairman.....	35
John Putnam .....	9
William Schutte .....	11
J. R. Manson .....	16
Charles Fowler .....	25
Thomas Coley .....	40
Robert Martin .....	45
Melvin Smith .....	95

Committee on Finance—

Aaron T. C. Potts, Chairman.....	45
Homer Ruff .....	4
James Walsh .....	20
Fred W. Thompson.....	33
J. Vern Johnston .....	45
John Baker .....	76
Edgar Jones .....	80
Rennie Archibald .....	85
Lon Fash .....	98

Committee on General Ware Price List—

Geo. Chadwick, Chairman.....	4
Conrad Goodballet .....	9
Thos. Clapperton .....	10
John Laughlin .....	12
John Thompson .....	16
Thomas Hancock .....	18
George Goppert .....	22
William Webb .....	25
Edward Reese .....	29
Josh Delaney .....	35
Robert Rowland .....	40
R. C. Larkins .....	44
Muriel Cartwright .....	53
Jacob Smurthwaite .....	86
Thomas Kelley .....	63

Committee on Health—

Geo. H. Cartlidge, Chairman.....	45
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Frank Brizius .....	5
Chas. F. Podewells .....	9
Frank Gratton .....	12
William J. Gloss .....	24
George Terrell .....	37
William Mushet .....	45
James Winters .....	54
Carl Blasenbauer .....	74
George Sassman .....	100

## Committee on Law—

Thos. M. Woods, Chairman.....	44
William Kinsey .....	4
Thos. Croxall .....	7
William McPhail .....	9
Alonzo Bowman .....	10
Henry Konig .....	12
Harry McNutt .....	31
E. J. Whitehead .....	36
Thos. B. Dennis .....	45
James McGowan .....	50
Thomas Henry .....	35

## Committee on Officers' Reports—

George Smith, Chairman.....	78
John Welch .....	4
John McGillivary .....	10
John Hand .....	24
James T. Lloyd .....	35
H. Bates .....	45
Earl Clark .....	97
W. T. Shenton .....	104

## Committee on Resolutions—

Will T. Blake, Chairman.....	10
Louis DeBee .....	12
John Remele .....	45
D. P. Cushine.....	51
John Brunt .....	103

## Committee on State of Order—

John E. Shingler, Chairman.....	4
Leonard Clewlow .....	5
George Lane .....	9
Frank McCullough .....	12
David Collins .....	20
Patrick Reidy .....	31
J. I. Sullivan.....	44
James Bailey .....	45
James Streets .....	74
Thomas Hibbett .....	91

## Committee on Sanitary Price List—

S. M. Moore, Chairman.....	45
James Hill .....	7
Andrew McGowan .....	26

Anthony O'Toole .....	35
John J. Dolan .....	41
R. A. McDevitt .....	45
Fred Bently .....	45
John Scholl .....	46
Thomas Haggerty .....	49
John Newbeck .....	72
Thomas Smith .....	73
Andrew Dunnigan .....	77
George Rossier .....	79
W. G. Astbury .....	81
George Bell .....	90

## Press Committee—

Will T. Blake .....	10
Frank H. Hutchins .....	45

The resolutions in the printed program were referred to the different committees, without reading, as follows:

Resolution No. 1, by Local Union No. 9, was referred to the Committee on Law.

Resolution No. 2, by Local Union No. 9, was referred to the Committee on Law.

Resolution No. 3, by Local Union No. 9, was referred to the Committee on Law.

Resolution No. 4, by Local Union No. 9, was referred to the Committee on Law.

Resolution No. 5, by Local Union No. 9, was referred to the Committee on Law.

Resolution No. 6, by Local Union No. 9, was referred to the Committee on Law.

Resolution No. 7, by Local Union No. 9, was referred to the Committee on Law.

Resolution No. 8, by Local Union No. 9, was referred to the Committee on Law.

Resolution No. 9, by Local Union No. 9, was referred to the Committee on Law.

Resolution No. 10, by Local Union No. 9, was referred to the Committee on Law.

Resolution No. 11, by Local Union No. 10, was referred to the Committee on Law.

Resolution No. 12, by Local Union No. 10, was referred to the Committee on Law.

Resolution No. 13, by Local Union No. 12, was referred to the Committee on Law.

Resolution No. 14, by Local Union No. 12, was referred to the Committee on Law.

Resolution No. 15, by Local Union No. 12, was referred to the Committee on Law.

Resolution No. 16, by Local Union No. 12, was referred to the Committee on General Ware Price List.

Resolution No. 17, by Local Union No. 12, was referred to the Committee on General Ware Price List.

Resolution No. 18, by Local Union No. 16, was referred to the Committee on Law.

Resolution No. 19, by Local Union No. 16, was referred to the Committee on General Ware Price List.

Resolution No. 20, by Local Union No. 18, was referred to the Committee on Law.

Resolution No. 21, by Local Union No. 18, was referred to the Committee on Law.

Resolution No. 22, by Local Union No. 18, was referred to the Committee on General Ware Price List.

Resolution No. 23, by Local Union No. 18, was referred to the Committee on Finance.

Resolution No. 24, by Local Union No. 24, was referred to the Committee on Finance.

Resolution No. 25, by Local Union No. 24, was referred to the Committee on Finance.

Resolution No. 26, by Local Union No. 24, was referred to the Committee on Finance.

Resolution No. 27, by Local Union No. 24, was referred to the Committee on Finance.

Resolution No. 28, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 29, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 30, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 31, by Local Union No. 26, was referred to the Committee on State of Order.

Resolution No. 32, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 33, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 34, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 35, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

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Resolution No. 36, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 37, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 38, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 39, by Local Union No. 26, was referred to Committee on State of Order.

Resolution No. 40, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 41, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 42, by Local Union No. 31, was referred to the Committee on Law.

Resolution No. 43, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 44, by Local Union No. 36, was referred to the Committee on Sanitary Price List.

Resolution No. 45, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 46, by Local Union No. 35, was referred to the Committee on Law.

Resolution No. 47, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 48, by Local Union No. 35, was referred to the Committee on Law.

Resolution No. 49, by Local Union No. 35, was referred to the Committee on Law.

Resolution No. 50, by Local Union No. 35, was referred to the Committee on Law.

Resolution No. 51, by Local Union No. 36, was referred to the Committee on Sanitary Price List.

Resolution No. 52, by Local Union No. 36, was referred to the Committee on Sanitary Price List.

Resolution No. 53, by Local Union No. 37, was referred to the Committee on State of Order.

Resolution No. 54, by Local Union No. 44, was referred to the Committee on State of Order.

Resolution No. 55, by Local Union No. 44, was referred to the Committee on General Ware Price List.

Resolution No. 56, by Local Union No. 44, was referred to the Committee on Health.

Resolution No. 57, by Local Union No. 44, was referred to the Committee on General Ware Price List.

Resolution No. 58, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 59, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 60, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 61, by Local Union No. 45, was referred to the Committee on Finance.

Resolution No. 62, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 63, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 64, by Local Union No. 45, was referred to the Committee on Law.

Resolution No. 65, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 66, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 67, by Local Union No. 45, was referred to the Committee on Resolutions.

Resolution No. 68, by Local Union No. 45, was referred to the Committee on Health.

Resolution No. 69, by Local Union No. 45, was referred to the Committee on State of Order.

Resolution No. 70, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 71, by Local Union No. 49, was referred to the Committee on Sanitary Price List.

Resolution No. 72, by Local Union No. 49, was referred to the Committee on Sanitary Price List.

Resolution No. 73, by Local Union No. 49, was referred to the Committee on Sanitary Price List.

Resolution No. 74, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 75, by Local Union No. 50, was referred to the Committee on Health.

Resolution No. 76, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 77, by Local Union No. 50, was referred to the Committee on Sanitary Price List.



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Resolution No. 78, by Local Union No. 51, was referred to the Committee on Law.

Resolution No. 79, by Local Union No. 51, was referred to the Committee on General Ware Price List.

Resolution No. 80, by Local Union No. 59, was referred to the Committee on Law.

Resolution No. 81, by Local Union No. 59, was referred to the Committee on Law.

Resolution No. 82, by Local Union No. 59, was referred to the Committee on Law.

Resolution No. 83, by Local Union No. 59, was referred to the Committee on Law.

Resolution No. 84, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 85, by Local Union No. 59, was referred to the Committee on Law.

Resolution No. 86, by Local Union No. 63, was referred to the Committee on Sanitary Price List.

Resolution No. 87, by Local Union No. 63, was referred to the Committee on Sanitary Price List.

Resolution No. 88, by Local Union No. 73, was referred to the Committee on Sanitary Price List.

Resolution No. 89, by Local Union No. 73, was referred to the Committee on Sanitary Price List.

Resolution No. 90, by Local Union No. 73, was referred to the Committee on Sanitary Price List.

Resolution No. 91, by Local Union No. 73, was referred to the Committee on Sanitary Price List.

Resolution No. 92, by Local Union No. 73, was referred to the Committee on Sanitary Price List.

Resolution No. 93, by Local Union No. 74, was referred to the Committee on Law.

Resolution No. 94, by Local Union No. 76, was referred to the Committee on Law.

Resolution No. 95, by Local Union No. 76, was referred to the Committee on State of Order.

Resolution No. 96, by Local Union No. 76, was referred to the Committee on General Ware Price List.

Resolution No. 97, by Local Union No. 76, was referred to the Committee on Law.

Resolution No. 98, by Local Union No. 77, was referred to the Committee on Sanitary Price List.

Resolution No. 99, by Local Union No. 77, was referred to the Committee on Sanitary Price List.

Resolution No. 100, by Local Union No. 79, was referred to the Committee on Sanitary Price List.

Resolution No. 101, by Local Union No. 81, was referred to the Committee on Sanitary Price List.

Resolution No. 102, by Local Union No. 81, was referred to the Committee on Sanitary Price List.

Resolution No. 103, by Local Union No. 82, was referred to the Committee on Sanitary Price List.

Resolution No. 104, by Local Union No. 82, was referred to the Committee on Sanitary Price List.

Resolution No. 105, by Local Union No. 82, was referred to the Committee on Sanitary Price List.

Resolution No. 106, by Local Union No. 82, was referred to the Committee on Law.

Resolution No. 107, by Local Union No. 82, was referred to the Committee on Sanitary Price List.

Resolution No. 108, by Local Union No. 82, was referred to the Committee on Sanitary Price List.

Resolution No. 109, by Local Union No. 82, was referred to the Committee on Law.

Resolution No. 110, by Local Union No. 85, was referred to the Committee on Sanitary Price List.

Resolution No. 111, by Local Union No. 85, was referred to the Committee on Sanitary Price List.

Resolution No. 112, by Local Union No. 85, was referred to the Committee on Sanitary Price List.

Resolution No. 113, by Local Union No. 86, was referred to the Committee on State of Order.

Resolution No. 114, by Local Union No. 89, was referred to the Committee on State of Order.

Resolution No. 115, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 116, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 117, by Local Union No. 89, was referred to the Committee on Finance.

Resolution No. 118, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 118, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 120, by Local Union No. 99, was referred to the Committee on General Ware Price List.

Resolution No. 121, by Local Union No. 99, was referred to the Committee on General Ware Price List.

Resolution No. 122, by Local Union No. 99, was referred to the Committee on General Ware Price List.

Resolution No. 123, by Local Union No. 99, was referred to the Committee on General Ware Price List.

Resolution No. 124, by Local Union No. 99, was referred to the Committee on State of Order.

Resolution No. 125, by Local Union No. 54, was referred to the Committee on Law.

Resolution No. 126, by Local Union No. 54 was referred to the Committee on State of Order.

Resolution No. 127, by Local Union No. 54, was referred to the Committee on General Ware Price List.

Resolution No. 128, by Local Union No. 54, was referred to the Committee on Law.

Resolution No. 129, by Local Union No. 54, was referred to the Committee on Resolutions.

Resolution No. 130, by Local Union No. 54, was referred to the Committee on State of Order.

Badges and Financial Reports of the National Officers were then passed out to the delegates.

### AUDITORS' REPORT

East Liverpool, Ohio, June 22, 1918.

To the Officers and Delegates of the Twenty-Eighth Annual Convention. Greeting:

We, the board of auditors, appointed by the National President, to audit the accounts of the President, First Vice President, Secretary-Treasurer, Board of Trustees, Manager of the Potters Herald and Eastern Trustees, hereby certify that we have attended to that duty and find the accounts to be in very satisfactory condition. However, a few slight errors occur to which we direct your attention, as follows:

(1) On page five (5) of the printed report the expenses of the National President should be \$124.00 instead of \$121.80, leaving the balance on hand \$16.00 instead of \$18.20.

(2) On page 138 the name John Jubert is omitted who received \$15.00, this will make the total in hands of Secretary-Treasurer \$1,985.00 instead of \$2,000.00 as shown on page 140.

(3) On page 158 the names of R. M. Green for 75 cents, William Kirkham for \$1.00, James Noah for 25 cents, for honorary membership dues remitted on December 20th and December 21st, were omitted, which will make the total in the hands of Secretary-Treasurer \$1885.64 instead of \$1887.64 as

shown on page 160.

We take pleasure in commending the National Officers and Manager of the Potters Herald for the efficient manner in which they have discharged their duties in the past year which for them has been a very busy and arduous one.

Respectfully submitted,

HOMER OWEN,

E. L. VEITH,

GEORGE H. FORD,

Board of Auditors.

Motion by William Sehnton that the report be received and made a part of the proceedings of the convention.

Motion carried.

### REPORT OF HEALTH INSPECTOR

To the Officers and Delegates of the Twenty-Eighth Annual Convention. Greetings:

Last year I reported on our efforts to get up an improved jiggerman's stove room to relieve the help problem and improve the working conditions in the shops. It is just eighteen months since our initial steps were taken and I am pleased to state we have a stove now that meets with our highest expectations. The jiggerman can work without mouldrunner or batterout, make better wages and have ideal working conditions. The finisher takes the ware off the moulds, finishes it and puts it on boards or pegs, and it stays there until it is carried out. This will naturally require some readjustment between jiggermen and finishers, but I am confident both parties will be equal to the occasion. The first stove of this type was completed in the Warkick pottery in Wheeling, W. Va., and was operated by a lever. We went there one better in Trenton and got the Mercer type to work automatically.

We have had numerous inquiries from potteries all over the country concerning this stove and I believe a number of them will soon be in general use. We are about to try and get a small hood that will take all dust away from the finisher. This will make a perfect unit.

I also reported on the physical and ex-Ray examination conducted by physicians of the University of Pennsylvania on a number of men from all industries of that state including our pottery workers. It was the purpose of the physicians to have a volume published giving a detailed report of the same, but unfortunately the war has demanded the services of those physicians and Dr. Greb Miller informs me this will be postponed until times are normal. The air tests taken in the various industries will meet the same fate. It was intended to have them exhibited at the National Medical Congress this year. We had air tests taken in three of our potteries, and we wish to thank the Thomas Maddocks Son's Co., for their generosity in supplying the exhibit cases and assure them their gift is highly appreciated by the physicians, and will be used later on. I received a few tests of several industries by mail and they give us a little idea of what is being done:

Lamberton China, bisque kiln—No. particles in cubic feet of air, 249,999; weight dust 100 cu. ft. air, .020; per cent organic enorg., 36.64; amount inhaled in 8-hour day, .028; temp-

erature, 82.8; humidity, 22. Jigger shop—No. particles in cu. ft. of air, 189,600; weight dust 100 cu. ft. air, .012; per cent organic enorg., 33.67; amount inhaled in 8-hour day, .017; temperature, 88.7; humidity, 51. Jigger shop at finisher's bench—Number particles in cu. ft. air, 189,600; weight dust 100 cu. ft. air, .012 per cent organic enorg., 33.67; amount inhaled in 8-hour day, .017; temperature, 88.7; humidity, 51. Dipping room—Number particles in cu. ft. air, 152,800; weight dust 100 cu. ft., .014; per cent organic enorg., 33.67; amount inhaled in 8-hour day, .020. Pressing shop, Thomas Maddock's—Number particles in cu. ft. of air, 163,200; weight dust 100 cu. feet of air, .010; per cent organic enorg., 33.07; amount inhaled in 8-hour day, 0.14; temperature, 79.7; humidity, 62. Pressing shou, Empire—Number of particles in cu. fet, of air, 138,400; weight dust 100 cu. ft. air, .008; per cent organic enorg., 29.71; amount inhaled in 8-hour day, .012; temperature, 80.5; humidity, 62.

	No. particles Per 100 cu. ft. air
Cigar Factory	
Banding department	25,000
Packing department	61,600
Stripping department	90,500
Casing department	164,200
Stock department	235,000
Hand cigar making	92,900
Machine cigar making	216,500
Marble cutting	600,000
Cement plants	6,000,000 to 15
Stetson hat factory average in all departments	152,000
Asbestos weaving	240,000
Business office	150,000
College building, out doors	140,000
Silk factory	87,000
Laboratory room, U. of P.	123,800
Country, out of doors	196,000
Country, in doors	24,400
City, out doors	248,400
Woolworth building—	
Street landing	118,000
Tenth floor	72,000
Fifty-eighth floor	23,000

A full report of these tests will be published and a standard will, I believe, be established. We await their report with much interest.

I was also instructed to devote half of my time to the western district. Starting on August 18th, I visited Baltimore and East Liverpool, where I found the trade in turmoil; some of the potteries were closed down; I could not get a meeting of the joint health committee, and on the advice of the Executive Board, I visited a number of our outside shops, Tiffin, Columbus, Mt. Clemens, Steubenville, Wheeling, Cameron, Grafton, Clarksburg, Huntington, Kokomo, Evansville and Chillicothe. Got several improvements in some of the shops, with promises for others and returned to East Liverpool. But the labor situation seemed unchanged and after a consultation it was deemed best for me to return home and report back in the spring.



In the early spring home matters prevented me from coming until May 15th. Then I could not get a meeting of the joint committee for two weeks; everybody was busy with the War Chest drive. In the interval I took up a number of matters, the principal ones being ventilation in the casting shop, Edwin M. Knowles plant, Newell; also at Vodrey's, and additional toilets there and at the Dresden; and a general clean-up at the Colonial. The Dresden has been converted into one of the best of our old potteries. We took up the matter of installing inside toilets in all of the East End potteries, and believe we will be successful before fall. We had the matter of installing the new jiggerman's stove up with several manufacturers and I believe it will bear fruit. We found several good types of stoves, but none of them eliminated the help problem, but all are a great improvement over the old style.

The worst condition we found among the dippers where out of a membership of 75, they had twelve off sick frequently, and four of them had been ordered by their physician to leave the trade on account of the lead. We held a meeting of the joint health committee at which I called their attention to this condition and they decided to have a general clean-up in all the potteries during the holidays, especially in the dipping rooms and provide all of them with sawdust, the dippers agreeing to use impermeable aprons, and we installed the electric baths for their benefit.

I also visited Beaver Falls, Kittanning and New Castle and found the latter place was in very bad shape. They promised relief and asked us to wait for one or two weeks, when their new superintendent, Mr. Bailey, would take charge. Believing I could not accomplish anything more before the holidays I came home, and will report back early in August and visit all of the outside shops.

The principal improvements in the East this year are the completion of the new jiggerman's stove, a firstclass sagger shop in the Maddocks plant at Lamberton; also first class toilet system there. The piping has been completed and motor installed in the Greenwood to eliminate the dust, and we await the drawing bench and flint sifter which have been ordered.

A great deal remains to be done by ventilation and sweeping the shops with sawdust. The lighting of coal-fired kilns during working hours is a bad condition in some shops and ought to be remedied.

Our hospital treatment is a great success and we will commend it to our other pottery centers. By it we have had twenty-five of our members treated in the University of Pennsylvania hospitals for various diseases which baffled our local physicians. Some have been cured, and a great many benefited. In addition we have had sixty treated in our local hospitals.

We have had three cases of lead colic in the East this year; Joseph Bradley, dipper, who took the electric baths for two weeks returned to work and has been working steadily ever since; he lost three weeks' time. John Toft, glost kilnman, lost about two months taking the baths; now working all O. K. Herman Racaski, dipper, got very weak, did not lose any time. He and Toft were examined at U. of P.; Racaski had very little symptoms of lead poisoning but was completely run down with heavy work; decided to leave the trade for a time

and get outside work.

Dr. Greib Miller was emphatic in the statement that lead could not be absorbed in a liquid state through the skin, but only when dry or in dust form.

### Tuberculosis Report

We have had 26 cases in the East this year:

1. Joseph Malkouski, kilndrawer, rejected at Glen Gardner; lost track of him.

2. Carl Ritter, kilnfireman, in White Haven; now doing light work.

3. Charles Burselem, sanitary presser, refused to stay in White Haven; at home.

4. James Fitzpatric, kilnman, in Municipal hospital.

5. George Rich, sanitary presser, took six months off; now working at trade.

6. George Walker, sanitary presser, refused to stay in Glen Gardner; doing light work.

7. James Howell, sanitary presser, in Camden county sanitorium.

8. William Heenan, big jigger, refuses treatment; at home.

9. James Rotgard, kilnman, died.

10. Wm. White, sanitary presser, Camden; discharged from sanitorium.

11. Carrie Bazzelle, china finisher, died.

12. George Batherstone, was in Glen Gardner; working.

13. Fred Buxton, in Glen Gardner, improving.

14. James J. Carlin, kilnman, awaiting treatment, Glen Gardner.

15. Peter Huston, kilnman, was in Municipal hospital; now home.

16. George Ford, sanitary presser, refuses treatment; light work at home.

17. Anthony P. Hurley, sanitary presser, Glen Gardner; improving.

18. Anthony Pippel, mouldmaker, died.

19. Chris Floel, packer, refused at Glen Gardner; getting treatment for arm in hospital.

20. Charles Morrison, sanitary presser, in White Haven.

21. Leonard Gray, sanitary presser, accepted for Glen Gardner; in Poco Mountains.

22. Allan Walker, presser, discharged Glen Gardner; now working.

23. Thomas Wilson, sanitary, Mannington, W. Va., rejected Glen Gardner; White Haven.

24. John Keiper, sanitary presser, in Glen Gardner; improving.

25. Ben Emory, sanitary presser, Evansville, Ind., in White Haven.

26. John Gammon, sanitary presser, rejected at Glen Gardner; refuses treatment.

Returned this year, disease arrested:

1. Joseph Piffath, cup maker, insurance collector.

2. John F. Wood, kilnman, working in mill in Easton, Pa.

3. Carl Ritter, kilnman, doing light outside work.

4. Wm. White, sanitary presser, managing his store.

5. George Batherston, sanitary potter, working at his trade.

6. Allan Walker, sanitary potter, at light outside work.
7. Anton Fruend, case of relapse, returned; working outside work, O. K.

George Ford and George Rich, both refused treatment, stayed off some time; now working.

Cases returned in past years, are:

1. Thomas Carmody, dipper, working at trade.
2. Thomas Hurley, kilnman, working in state hospital.
3. Albert Mitchell, dishmaker, working with tea company.
4. Ed Morris, sanitary presser, working at trade.
5. Charles Hadarvea, dipper's boy, working on a farm.
6. William Gaulton, enlisted.
7. William Eddie, handler, working in New England.
8. John F. Wood, kilnman, in mill at Easton, Pa.
9. John Flinn, sanitary presser, on farm.
10. Arthur Wood, sanitary presser, working at trade.
11. James Horan, sanitary presser, working at trade.
12. Joseph Jester, kilnman, street car conductor.
13. George Smallwood, in Tullytown.
14. Robert Mentz, sanitary presser, working at trade.
15. Robert Agnew, was working; lost trace of him.

### Death Report.

Total membership, not including honorary members, 8151. Total deaths from all causes, 102. Accidental deaths outside factories, including killed in action, 13. Deaths of honorary members, 9. Total deaths, 22.

Actual deaths in trade from natural causes, 80. Death rate in trade, natural causes, fraction less than one per 100. Deaths from pneumonia, 14. Deaths from tuberculosis, including honorary members, 31.

1915—Number of deaths, 74; average age, 44; deaths from tuberculosis, 30; average age tuberculosis deaths, 40½ years.

1916—Number of deaths, 81; average age, 46; death from tuberculosis, 28; average age tuberculosis deaths, 40½ years.

1917—Number deaths, 76, average 47½ years; deaths from tuberculosis, 27; average age tuberculosis deaths, 41½ years.

1918—Number of deaths, 89; average age, 46 years; deaths from tuberculosis, 31; average age tuberculosis deaths, 43½ years.

### Disposition of Cases.

Two in Municipal hospital; one in Camden county hospital; three in Glen Gardner; three in White Haven.

### Asthma Treatment.

We have not had any applications for treatment this year. The two cases we had treated last year are still O. K., and we would recommend the continuance of this treatment. In view of the many deaths from tuberculosis and pneumonia, we would urge greater vigilance in the elimination of draught; the sweeping of the workshops with wet sawdust, and adoption by the workmen of the best methods to prevent dust. We should realize that good health is more important than wages.

Respectfully submitted,

WILLIAM MUSHET.

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Motion by T. B. Dennis that the report be received, made a part of the minutes, published in the Potters Herald and referred to the Committee on Health.

Motion carried.

Announcements were then made by the chairmen of the different committees and the convention adjourned to meet at 2:30 P. M.

## Tuesday, July Second

### AFTERNOON SESSION

The convention was called to order by President Menge at 2:30 P. M.

The reading of the minutes of the morning session was dispensed with.

#### REPORT OF COMMITTEE ON RULES

The Committee on Rules beg leave to recommend the following rules and recommendations to govern the 1918 convention:

Rule 1. That two sessions be held daily, except July 4th and Saturdays, the first session to be from 9:30 a. m. to 12 m., the second session to be from 2:30 p. m. to 5 p. m. Saturday sessions to be from 9:30 a. m. to 12 m.

Rule 2. That smoking shall be permitted during the sessions of the convention.

Rule 3. That no resolution shall be accepted for consideration after the close of Friday afternoon's session, except by a two-thirds vote of the convention.

Rule 4. Each delegate present shall vote individually on all questions.

Rule 5. Any delegate retiring before 10:30 a. m. or 3:30 p. m., without a reasonable excuse, shall be marked absent.

Rule 6. Each delegate shall have a representative badge to wear in sight. Such badges shall be furnished by the National Brotherhood of Operative Potters free of cost to the delegate and shall remain the property of the National Brotherhood of Operative Potters until the convention adjourns, and any delegate attending a session without their badge, unless a reasonable excuse is offered, shall be fined one dollar.

Rule 7. That the visiting members be admitted to the rear of the hall but must not mingle with the delegates while the convention is in session.

Rule 8. That no information of the proceedings of the convention be furnished the press except by the Press Committee, and that the president instruct the delegates of the importance of this rule at the close of each session.

Rule 9. That no delegate be allowed to speak more than ten minutes on any one question unless by permission of the convention.

Rule 10. It is the opinion of the committee that the president see that Section 15 of the Rules and Regulations is enforced during this convention.



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Motion by John Shingler that the report of the committee be adopted.

Motion carried.

Report of Committee on Lavatories, which had been appointed in accordance with a resolution passed at the 1917 convention.

The report was read by Assistant Secretary George Chadwick and referred to the Committee on Sanitary Price List.

(For final action see Thursday morning's minutes.)

Announcements were then made by the chairmen of the different committees after which the convention adjourned until 9:30 a. m., Wednesday, July 3rd.

## Wednesday, July Third

### MORNING SESSION

The convention was called to order at 9:30 a. m. by President Menge.

The minutes of the previous session were read and approved.

#### REPORT OF COMMITTEE ON LAW.

##### RESOLUTION No. 3

By Local Union No. 9 (Kilnmen) East Liverpool, Ohio

Inasmuch as it has been said by our president that we had the most democratic form of government in the American Federation of Labor; therefore be it

Resolved, That on and after the convention all conferees elected by the various locals be elected for the term of the agreement, and if any trouble arises the Executive Board shall call the conferees together to make settlement.

The committee recommended adoption.

Motion by T. M. Woods that the committee's recommendation be concurred in.

The motion to concur in the recommendation of the committee lost by a vote of 23 for to 48 against.

Motion by Fred Bentley that Resolution No. 3 be rejected.

Motion carried.

##### RESOLUTION No. 82

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, There are no definite rules concerning the vote in case of strikes; therefore be it

Resolved, That hereafter in case of a strike vote being taken that it shall take two-thirds of the vote to declare a strike and a majority to declare the strike off.

The committee recommended adoption.

On motion by T. M. Woods the committee's recommendation was concurred in.

##### RESOLUTION No. 5

By Local Union No. 9 (Kilnmen) East Liverpool, Ohio

Whereas, Some dispute arose at the last convention in regard to roll call vote in convention; President Menge's decision was to commence with Executive Board; therefore be it

Resolved, That the roll call vote shall be alphabetically.

The committee recommended adoption.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion by J. Vern Johnston that Resolution No. 5 be referred back to the committee for correction.

Motion to refer back carried.

(For final action on Resolution No. 5 see Friday afternoon's minutes.)

Brother Anton Johansen was given the privilege of the convention floor to address the delegates in the interest of Thomas Mooney. Brother Johansen reviewed the case from the time of the explosion up to the present time and asked that the organization give at least its moral support if not some financial support. Brother Johansen also requested that telegrams be forwarded to President Wilson and Governor W. D. Stephens.

Motion by J. Vern Johnston that we concur in the request of the speaker and donate \$100 to the Mooney Defense League.

Motion carried.

#### RESOLUTION No. 2

By Local Union No. 9 (Kilnmen) East Liverpool, Ohio

Whereas, We, the members of Local Union No. 9, believe that Section 86 of our Constitution, calling for two-thirds strike vote is unjust to the more active members of the N. B. of O. P. and should, as we think, be amended to read majority instead; therefore be it

Resolved, That Section 86 of our Constitution be amended to read majority instead of two-thirds.

The committee recommended rejection.

On motion by T. M. Woods the committee's recommendation was concurred in.

#### RESOLUTION No. 11

By Local Union No. 10 (Turners & Handlers) E. Liverpool, O.

Whereas, We believe when a strike has been declared, and there is to be a vote on a new proposition, or to terminate said strike, that a majority vote shall be required to carry the same; therefore be it

Resolved, That when a strike has been declared that it shall require a majority of all legal votes cast to terminate said strike.

The committee recommended rejection.

The committee's recommendation was adopted.

#### RESOLUTION No. 13

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio

Whereas, There was a very and unsatisfactory interpretation of our laws in regard to what should be done in case of strike; and

Whereas, We believe that Section 86 of our Constitution should be amended to read that when on strike that it shall take a majority of all votes cast to accept or reject any counter proposition submitted to a vote of the trade; therefore be it

Resolved, That it take a majority of all votes cast to call off a strike.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No. 18

By Local Union No. 16 (Saggermakers) East Liverpool, Ohio

Whereas, We, the members of L. U. No. 16, feel that Section 86 of the Constitution is incomplete in that it fails to state the vote necessary for returning to work; therefore be it

Resolved, That the following clause be added thereto, viz: That after strike vote has been taken and a strike declared, a majority of members voting shall decide on proposals for returning to work.

The committee recommended rejection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 1

By Local Union No. 9 (Kilnmen) East Liverpool, Ohio

Whereas, We feel that the national officers should be elected every year as before, but there should be a law stating the number of years they should hold the same office; therefore be it

Resolved, That no national officer should serve in the same office more than four consecutive years.

The committee recommended rejection.

The committee's recommendation was concurred in.

#### RESOLUTION No. 4, by Local Union No. 9

The committee recommended rejection.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

The hour of adjournment having arrived announcements were made by the chairmen of the different committees after which the convention adjourned with Resolution No. 4 still pending before the convention.

## Wednesday, July Third

### AFTERNOON SESSION

The convention was called to order by President Menge.

The minutes of the previous session were read and approved.

#### RESOLUTION No. 4

By Local Union No. 9 (Kilnmen) East Liverpool, Ohio

Whereas, Our referendum system has to our opinion proved to be a failure, as to getting our vote out and has proven in past elections to get about one-fifth of the entire membership to cast their ballot, we, the members of Local Union No. 9, believe that a shop ballot box would overcome all trouble in the future; therefore be it

Resolved, That the 1918 convention pass a law and devise ways and means whereby we can have a shop vote.

Resolution No. 4 was pending at the close of the morning session. The recommendation of the committee was to reject the resolution.

The motion before the convention was to adopt the committee's recommendation. After considerable discussion on the merits of the resolution the question was called for and upon motion by George Lane a standing vote was taken which resulted in a vote of 62 votes in favor of accepting the committee's recommendation and a vote of 27 against.

#### RESOLUTION No. 14

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio

Whereas, Our referendum system has to our opinion proven to be a failure as to getting the vote out, and has proven in past elections to get about one-fifth (1-5th) of the entire membership to cast their ballot, we, the members of No. 12, believe that a shop ballot box would overcome all trouble in the future; therefore be it

Resolved, That the shop collectors have charge of all ballot boxes, the ballot boxes to be provided by the Executive Board and placed in the care of shop collectors, sealed, the same to be placed in the center or as close to center of shop as possible and remain for two (2) days to give all members a chance to vote, the collector to provide a safe place for same over night and on the third (3rd) day return to the national office to be opened and counted by a canvas committee.

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.



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**REPORT OF COMMITTEE ON GENERAL WARE LIST.****RESOLUTION No. 16**

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio

Local Union No. 12 requests that the reopening of 1917 conference be put to a referendum vote of the trade to consider the first proposition that the manufacturers first offered at the 1917 conference.

The committee recommended the adoption of the following substitute for Resolution No. 16.

Resolved, That the Executive Board be requested to have a conference with the manufacturers to consider a general increase for the general ware workers and that if a satisfactory increase is not given that notice be filed for the re-opening of the 1917 agreement.

Motion by George Chadwick that the recommendation of the committee be concurred in.

Motion carried.

**RESOLUTION No. 19**

By Local Union No. 16 (Saggermakers) East Liverpool, Ohio

Whereas, This local feels that conditions governing the running out of saggars are far from being uniform; therefore be it

Resolved, That after October 1, 1918, the firm shall take all saggars off the flue.

The committee recommended rejection.

On motion by George Chadwick the recommendation of the committee was concurred in.

**RESOLUTION No. 84**

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, It is the duty of the firms to furnish sufficient help in running out green saggars, and as some of the firms are failing to do so; therefore be it

Resolved, That the saggermakers shall be relieved of all such work as running out green saggars.

The committee recommended adoption.

On motion the recommendation was concurred in.

**RESOLUTION No. 22**

By Local Union No. 18 (Dippers) East Liverpool, Ohio.

Whereas, The time in vogue at present for signing the wage agreements is very inconvenient and unsatisfactory; therefore be it

Resolved, That on and after the expiration of the present wage agreement that the time for signing the said agreement shall be changed from October 1st to May 1st, the same to become effective after the expiration of the present agreement.

The committee recommended rejection.

On motion by George Chadwick the convention concurred in the recommendation of the committee.

## REPORT OF COMMITTEE ON SANITARY PRICE LIST.

### RESOLUTION No. 92

By Local Union No. 73 (Sanitary, Mixed) Cameron, W. Va.

Whereas, The prison closet being classed as a specialty was not included in the 1912 raise; and

Whereas, This class of work should compensate those making it on a par with those on other kinds of specialties; therefore be it

Resolved, That prison closets be increased 25 per cent on the making price

The committee recommended adoption with word "all" inserted before the word "prison" in the resolved.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

### RESOLUTION No. 62

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That all No. 3 washouts, and all other closets, the making price of which is now 94 cents, shall be raised to the same price as the regular syphon closets and combination hopper and trap, the price of which is now one dollar.

The committee recommended adoption.

On motion by S. M. Moore the committee's recommendation was concurred in.

### RESOLUTION No. 105

By Local Union No. 82 (Sanitary, Mixed) Chillicothe, O.

Resolved, That there be a regulation size on No. 3's for the entire trade, also that they be paid same amount for as wash-downs.

The committee recommended rejection.

The recommendation of the committee was concurred in.

### RESOLUTION No. 107

By Local Union No. 82 (Sanitary, Mixed) Chillicothe, Ohio

Whereas, The present ratio of apprentices, one to six journeymen, has produced quite a surplus of sanitary pressers whom the manufacturers are unable to provide reasonably steady work for; therefore be it

Resolved, That said manufacturers be prohibited from starting any apprentices prior to the year 1920

The committee recommended the following substitute for Resolution No. 107:

Resolved, That during periods of depression no apprentice shall be started at the trade when a competent journeyman can be secured to do the work.

On motion by S. M. Moore the committee's recommendation was concurred in.

## RESOLUTION No. 37

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, The No. 3 closet and No. 3 with trap vent is underpaid, due, we believe, to manufacturers' contention that there is no profit in this class of work, a condition for which we are not responsible; and

Whereas, We believe all labor on any class of work should merit just compensation; therefore be it

Resolved, That the above named pieces be considered underpaid articles and an increase demanded thereon.

## RESOLUTION No. 88

By Local Union No. 73 (Sanitary, Mixed) Cameron, W. Va.

Whereas, It is the consensus of opinion throughout the trade that the local vent is not adequately paid for in view of the time it takes; therefore be it

Resolved, That all local vents pay a minimum price of 10c and one cent additional for each inch over the standard.

The committee recommended the following substitute for Resolutions Nos. 37 and 38:

Whereas, The local and trap vents are underpaid; therefore be it

Resolved, That the local vent be raised to 10 cents with one cent addition for each inch over the standard, and that the minimum price for trap vents shall be 15 cents.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

## RESOLUTION No. 36

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, We consider the two drinking fountains made at the Great Western pottery to be underpaid articles; therefore be it

Resolved, That the smaller one which now pays \$1.10, be increased to \$1.25, and the larger one which now pays \$1.25, be increased to \$1.50; and be it further

Resolved, That the expulso rear-raised vent stock number S 20 V C, also 436 E, be increased 20 cents on vent of each or vent price to be 60 cents instead of 40 cents.

The committee recommended adoption with the last "resolve" stricken out.

The committee's recommendation was concurred in.

## , RESOLUTION No. 59

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That the minimum price of raised rear vents shall be sixty cents.

The committee recommended adoption.

On motion by S. M. Moore the recommendation of the committee was concurred in.

## RESOLUTION No. 89

By Local Union No. 73 (Sanitary, Mixed) Cameron, W. Va.

Whereas, The raised rear vent on washdowns calling as it does for a large amount of time and skill, and the price paid for it does not in any way cover the labor involved; therefore be it

Resolved, That the raised rear vent on washdowns pay 60c each.

The committee recommended rejection.

The committee's recommendation was concurred in.

Announcements were then made by the chairmen of the different committees after which the convention adjourned until 9:30 a. m. Friday, July 5th.

## Friday, July Fifth

### MORNING SESSION

The convention was called to order by President Menge.

Absentee, John Shingler.

The minutes of the previous session were read and approved.

Resolutions which had been presented at different sessions were read and referred to the different committees as follows:

Resolution No. 131, by L. U. No. 94, referred to the Committee on Law.

Resolution No. 132, by L. U. No. 25, referred to the Committee on Law.

Resolution No. 133, by L. U. No. 25, referred to the Committee on Law.

Resolution No. 134, by L. U. No. 53, referred to the Committee on State of Order.

Resolution No. 135, by L. U. No. 22, referred to the Committee on Law.

Resolution No. 136, by L. U. Nos. 35 and 40, referred to the Committee on Law.

Resolution No. 137, by L. U. No. 9, referred to the Committee on Law.

Resolution No. 138, by L. U. Nos. 9, 12 and 16, referred to the Committee on Law.

Resolution No. 139, by L. U. No. 12, referred to the Committee on Law.

#### RESOLUTION BY LOCAL UNION No. 29

(Dishmakers) East Liverpool, Ohio

Whereas, There is great dissatisfaction among the Dishmakers and believing it a great injustice for the Dishmakers to carry out old moulds and put in new moulds; therefore be it

Resolved, That after the convention that our National Officers try every honorable means to get the manufacturers together and explain the case of the Dishmakers and try to get the manufacturers to stand the expense of carrying out old moulds and putting in new moulds.



Ruled out as its introduction is forbidden under provision of Section 23 of the National Constitution.

### REPORT OF CREDENTIAL COMMITTEE

The credential of Brother Parker Zentz, alternate, to delegate Brother L. V. Maley of L. U. No. 44, Sebring, Ohio, was presented and upon motion by Louis Driber, the credential was received and delegate seated with the understanding that the National organization shall pay mileage to the number of delegates the local union is entitled to.

### REPORT OF FINANCE COMMITTEE.

#### RESOLUTION No. 23

By Local Union No. 18.

The committee recommended the adoption of Resolution No. 23.

Motion by Aaron T. C. Potts that the recommendation of the committee be concurred in.

Amendment by Matthew Curran that the resolution be changed to read \$10 to all.

Motion by Fred Bentley that Resolution No. 23 be referred back to the committee for reconstruction.

Motion to refer the resolution back to the committee carried.

(For final action on Resolution No. 23 see Friday afternoon's minutes.)

#### RESOLUTION No. 26

By Local Union No. 24 (Generalware Mixed) Wellsville, Ohio

Resolved, That any member in good standing, who has been a member for twenty years or over, and has withdrawn from the Brotherhood, be entitled to full death benefits.

The committee recommended rejection.

Motion by A. T. C. Potts that the recommendation of the committee be concurred in.

Motion carried.

#### RESOLUTION No. 61

By Local Union No. 45

The committee recommended adoption.

Motion by A. T. C. Potts that the recommendation of the committee be concurred in.

Motion by James Bailey that Resolution No. 61 be referred back to the committee for reconstruction.

Motion to refer back carried.

(For final action on Resolution No. 61 see Saturday's minutes.)

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**REPORT OF GENERAL WARE PRICE LIST.****RESOLUTION No. 123**

By Local Union No. 99 (Generalware, Mixed) Clarksburg, W. Va.

Resolved, That all help be paid from the office.

The committee recommended adoption.

Motion by George Chadwick that the recommendation of the committee be concurred in.

Motion carried.

**RESOLUTION No. 122**

By Local Union No. 99 (Generalware, Mixed) Clarksburg, W. Va.

Resolved, That all casters be paid extra per hour for changing or putting in new moulds.

The committee recommended adoption.

On motion by George Chadwick the recommendation of the committee was concurred in.

**RESOLUTION No. 17**

By Local Union No. 12

The committee recommended adoption.

Motion by George Chadwick that we concur in the recommendation of the committee.

Amendment by James Manson that the resolution cover all trades for a rate of 75 cents per hour.

Amendment ruled out of order as it conflicts with Section 23 of the National Constitution.

Motion by Alonzo Bowman that Resolution No. 17 be referred back to the committee.

The motion to refer back to committee carried.

(For final action on Resolution No. 17 see Friday afternoon's minutes.)

**RESOLUTION No. 120**

By Local Union No. 99 (Generalware, Mixed) Clarksburg, W. Va.

Resolved, That all double banjoes, placed in middle of kiln in excess of five (5) bungs, be paid for extra.

The committee recommended adoption.

On motion by George Chadwick the recommendation of the committee was concurred in.

**RESOLUTION No. 79**

By Local Union No 51 (Generalware, Mixed) Canonsburg, Pa.

Whereas, There is great dissatisfaction among the dishmakers' helpers because of the jiggermen's crews receiving a bonus and the dishmakers' helpers do not, and it is almost im-

possible for the dishmakers to keep any help. There are five dishmakers here and only one has help and that is a lady helper; therefore be it

Resolved, That after this convention that our national officers try every honorable means to get the manufacturers together and explain the case of the dishmakers and try to get them to grant a bonus of 25 cents a day for our help, and if a man has to work alone that he be granted the bonus for each day that he works alone

The committee recommended adoption.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 55

By Local Union No. 44 (Generalware, Mixed) Sebring, Ohio.

Whereas, In installing new jiggers in many cases they are used as experimental jobs; and

Whereas, Jiggermen are paid day wage and in many cases finishers are unable to make anything like living wages when finishing on jobs of this kind; therefore be it

Resolved, That when finishers are asked to go on jobs of this kind they be guaranteed the same amount of wages they make on regular finishing jobs.

The committee recommended adoption.

On motion by George Chadwick the committee's recommendation was concurred in.

#### RESOLUTION No. 121

By Local Union No. 99 (Generalware, Mixed) Clarksburg, W. Va.

Whereas, The eastern potteries and all western sanitary potteries pay weekly; therefore be it

Resolved, That the western generalware potteries pay weekly and suspend work at noon on Saturdays.

The committee recommended rejection.

The committee's recommendation was adopted.

#### RESOLUTION No. 127

By Local Union No. 54 (Generalware, Mixed) New Castle, Pa.

Whereas, On account of the shortage of competent help in the jiggering department, the stamping of ware must be stamped a certain way, if stamped too wet or dry causes the ware to crack, the jiggerman being compelled to do the stamping himself with a consequent loss of time; therefore be it

Resolved, That we ask an additional one-fourth ( $\frac{1}{4}$ ) of a cent per dozen for stamping thick plates and saucers in china shops.

The committee recommended adoption with the following amendment:

Strike out all words after the word "stamping" and insert the words "all ware in clay state."

On motion by George Chadwick the recommendation of the committee was adopted.

## RESOLUTION No. 96

By Local Union No. 76 (Generalware, Mixed) Buffalo, N. Y.

Whereas, We find that the clay shop is the only part of the pottery industry that is charged for the sweeping of shops; therefore be it

Resolved, That the cost of sweeping of shops be paid by the manufacturers and that the shops be swept or cleaned each working day before 6:30 a. m. and after 6 p. m.

The committee recommended adoption with the following words added after the word "cleaned" and before the word "each:" "And all refuse removed from the floor."

Motion by George Chadwick that we concur in the recommendation of the committee.

Motion carried.

## RESOLUTION No. 57

By Local Union No. 44 (Generalware, Mixed) Sebring, Ohio.

Whereas, We believe the time is here when we should cease to pay for sweeping the shops at our expense; therefore be it

Resolved, That the agreement be reopened and a new clause be inserted, that the shops be swept at the firm's expense, and all refuse be removed from the floor.

The committee recommended rejection.

On motion by George Chadwick the recommendation of the committee was concurred in.

## REPORT OF COMMITTEE ON LAW

## RESOLUTION No. 6

By Local Union No. 9 (Kilnmen) East Liverpool, Ohio

Resolved, That no kilnman be allowed to draw kiln on his own shop or any other shop, for less than the rate for one day's placing. The apprentice must receive the same as he receives at the bench but not any less than kilndrawers' wages. For violation of this rule the penalty shall be a fine of \$5.00 for the first offence, \$10.00 for the second offence and for the third offence he shall be suspended.

The committee recommended adoption.

Motion by T. M. Woods that we concur in the committee's recommendation.

Motion carried.

## RESOLUTION No. 9

By Local Union No. 9

The committee recommended adoption.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion by John Brennen that Resolution No. 9 be referred back to the committee.

Motion carried.

(For final action on Resolution No. 9 see Friday afternoon's minutes.)

## RESOLUTION No. 10

By Local Union No. 9 (Kilnmen) East Liverpool, Ohio

Resolved, That no bench boss or any member of his crew shall be allowed to rub ware of any kind. For the violation of this rule the penalty shall be for the first offence \$5.00, for the second offence \$10.00, and for the third offence suspension from the local.

The committee recommended adoption with the following words added:

"This rule to apply only to those districts wherein the ware is cleaned by other persons than kilnmen at the firm's expense."

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

## RESOLUTION No. 15

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio

Resolved, That the vice presidents shall consist of eight (8) members, no two from the same branch of the trade.

First from the East, second from the West, third from the East, fourth from the West, fifth from the East, sixth from the West, seventh from the East, eighth from the West; and be it further

Resolved, That the above shall make all laws previous enacted null and void.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

## RESOLUTION No. 20

By Local Union No. 18 (Dippers) East Liverpool, Ohio

Whereas, The system in vogue concerning the method of measuring of all kilns and the method of keeping statistics is very unsatisfactory; therefore be it

Resolved, That the measuring of all kilns shall be done at the expense of the N. B. of O. P. and all statistics concerning same shall be kept at headquarters for the information of all locals and all future measurements shall be printed in the quarterly reports.

The committee recommended rejection.

The recommendation of the committee was concurred in.

## RESOLUTION No. 5

By Local Union No. 9

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.



Motion by T. B. Dennis that we adjourn and that Resolution No. 5 be taken up as the first order of business at the afternoon session.

Motion carried.

Announcements were made by the chairmen of the different committees.

Will T. Blake then passed a copy of a song and game set among the delegates which had been presented to them by Ernest B. Orr of Philadelphia, Pa.

Motion by T. B. Dennis that a vote of thanks be extended Mr. Orr.

Motion carried.

The convention adjourned to meet again at 2:30 p. m.

# Friday, July Fifth

## AFTERNOON SESSION

The convention was called to order by President Menge.  
Minutes of the previous session were read and approved.

### RESOLUTION No. 5

By Local Union No. 9 (Kilnmen) East Liverpool, Ohio

Whereas, Some dispute arose at the last convention in regard to roll call vote in convention; President Menge's decision was to commence with Executive Board; therefore be it

Resolved, That the roll call vote shall be alphabetically.

Resolution No. 5 was pending at the close of the morning session. The recommendation of the Law Committee was for rejection.

The motion before the convention was to concur in the recommendation of the committee.

Motion by J. Vern Johnston that the resolution be referred back to the committee.

The motion to refer back lost.

The motion to adopt the committee's recommendation, which was to reject the resolution, carried.

### RESOLUTION No. 7

By Local Union No. 9 (Kilnmen) East Liverpool, Ohio.

Resolved, That no bench boss or any member of his crew, shall carry saggars from one kiln to another farther than the center of the adjoining kiln front or back under penalty of \$5.00 for first offence, \$10.00 for second offence and for the third offence he shall be suspended.

The committee recommended the adoption of the following substitute for Resolution No. 7:

Resolved, That no bench boss, or any member of his crew, shall carry more than five (5) saggars from one kiln to another farther than the center of the adjoining kiln front or back under penalty of \$5.00 for first offence, \$10.00 for second offence and for the third offence he shall be suspended.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

### RESOLUTION No. 8

By Local Union No. 9 (Kilnmen) East Liverpool, Ohio

Resolved, That no bench boss or crew shall be allowed to start to work before 7 a. m. and shall work till 9:30 a. m., and

take 30 minutes for lunch and not start until 10 a. m. and work until 12 noon, taking one hour for dinner, starting to work at 1 p. m. Anyone violating this rule shall be fined \$5.00 for the first offence, \$10.00 for the second offence and for the third offence he shall be suspended from the local.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

## RECOMMENDATION OF THE GENERAL WARE PRICE LIST COMMITTEE

Owing to unusual conditions that there may be a reopening of the present wage agreement this fall, and the general ware locals being under the impression that they were unable to present resolutions pertaining to price list; therefore be it

Resolved, That the law governing same be suspended for this convention and that resolutions be accepted pertaining to wage scale; and be it further

Resolved, That the time of introducing resolutions be extended until Saturday noon.

The recommendation of the General Ware Price List Committee was ruled out by President Menge because it conflicted with Section 236 of the National Constitution.

## RESOLUTION No. 17

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio

Resolved, That the day wage for jiggermen of \$3.00 and \$3.50 per day be stricken out of our agreement, and the day wage be inserted 75c per hour or \$6.00 for eight hours.

The committee recommended adoption.

Motion by George Chadwick that the recommendation of the committee be concurred in.

Motion carried.

## REPORT OF COMMITTEE ON SANITARY PRICE LIST

## RESOLUTION No. 66

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That we demand the following prices for bidets as made at Thos. Maddocks Sons:

No. 414 bidets, code No. 25, no spray pipe, present price \$1.15, price asked \$1.25.

Code 30 with spray pipe, present price \$1.30, price asked \$1.45.

Code 20, four valve pattern, present price \$1.40, price asked \$1.60.

These prices not to include any increases on 1916 list.

The committee recommended adoption with the following words added thereto:

"A proportionate advance shall also be asked for the Kokomo bidet."

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

RESOLUTION No. 41

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, We believe it is an injustice to the men who make fluted pedestal bedet pans and same with shelf at the present price of one dollar for regular and \$1.25 for shelf; therefore be it

Resolved, That same be taken up for readjustment.

The committee recommended rejection.

The recommendation of the committee was adopted.

RESOLUTION No. 90

By Local Union No. 73 (Sanitary, Mixed) Cameron, W. Va.

Whereas, The committee on underpaid articles has had the Mauretania closet under its consideration for two years and has made no recommendations; and

Whereas, It is evident to all that this closet is underpaid; therefore be it

Resolved, That this closet pay \$1.35 each.

The committee recommended adoption with the price of closet changed from \$1.35 to \$1.25 each.

On motion by S. M. Moore the recommendation of the committee was concurred in.

RESOLUTION No. 115

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal.

Whereas, The pressers as a rule, raise objection to our employer holding out ten dollars as retainer thereby capitalizing the firms free gratis; therefore be it

Resolved, That the 28th Annual Convention demand of our employer a legal rate of interest for all moneys held as a retainer.

The committee recommended rejection.

The recommendation of the committee was adopted.

RESOLUTION No. 111

By Local Union No. 85 (Sanitary, Mixed) Philadelphia, Pa.

Resolved, That when any firm makes Saturday their regular pay day they shall pay not later than 12 o'clock, noon.

The committee recommended adoption.

On motion by S. M. Moore the recommendation of the committee was concurred in.

RESOLUTION No. 38

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, Practically all classes of work in the sanitary trade have been granted increases in the recent past except the urinal; therefore be it

Resolved, That a 20 per cent increase be granted on all urinals.

The committee recommended rejection and confirmed the action of last conference committee in securing an increase on urinals.

The committee's recommendation was concurred in.

#### RESOLUTION No. 112

By Local Union No. 85 (Sanitary, Mixed) Philadelphia, Pa.

Resolved, That No. 3 washouts and all washdowns with seat attachment and not syphonic in action be increased to the same price as syphon action closets, and that all flat back urinals, with or without lips, and all corner urinals, with or without lip, be increased 10 per cent, this not to apply to special or jet urinals.

The committee recommended rejection and the convention adopted the committee's recommendation.

#### RESOLUTION No. 47

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Resolved, That the present piece work system of placing sanitary ware when lavatories are placed be abolished, and a day work system be established with the minimum rate fixed at \$6.00 a day.

The committee recommended adoption.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion carried.

#### RESOLUTION No. 44.

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, Kilndrawing by kilnmen is not desired only for the convenience of manufacturers; and

Whereas, Kilnmen can make better time at the bench placing; therefore be it

Resolved, That at the expiration of our present agreement that kilnmen be paid at the following rate for kilndrawing: Kiln measuring  $16\frac{1}{2}$  feet in diameter,  $1\frac{1}{2}$  days, kilnmen's time; kiln measuring  $17\frac{1}{2}$  feet in diameter,  $1\frac{3}{4}$  days, kilnmen's time; kiln measuring  $18\frac{1}{2}$  feet in diameter, 2 days, kilnmen's time; and a quarter of a day extra for each additional foot.

The committee recommended adoption.

On motion by S. M. Moore the recommendation of the committee was concurred in.

#### RESOLUTION No. 45

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, It has been the custom in most of the sanitary shops in the past for kilnmen to straighten up and move sag-



gers from around the kilns when same is filled; therefore be it

Resolved, That in the future that when the kiln is filled, that kilnmen have nothing to do with the moving or straightening up of saggars.

The committee recommended adoption.

The recommendation of the committee was concurred in.

## REPORT OF THE COMMITTEE ON FINANCE

### RESOLUTION No. 23

By Local Union No. 18 (Dippers) East Liverpool, Ohio

Whereas, The amount of strike benefits in vogue today are not adequate and sufficient; therefore be it

Resolved, That in the future in case of a general strike the strike benefits shall be fixed at the rate of ten dollars (\$10) per week for married men and seven dollars (\$7) per week for single men.

The committee recommended the following substitute for Resolution No. 2:

Resolved, That in the future strike benefits shall be \$12.50 per week, the members on strike shall be permitted to earn an amount equal to the strike benefits, this rule to apply to local strikes only; and be it further

Resolved, That the general strike benefits shall be \$10.00 per week and the striking members shall be allowed to earn an amount not to exceed \$15.00 in excess of the amount of strike pay.

Motion by A. T. C. Potts that we concur in the recommendation of the committee.

Motion carried.

### RESOLUTION No. 117

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal.

Whereas, The pottery industry and especially the sanitary branch, is in stagnation, with no immediate indications of betterment, and with recent legislation, government arbitration and labor commissions aiming to avoid strikes and lockouts, the danger of a serious strike seems quite remote; and

Whereas, The N. B. of O. P. has now well over half a million dollars in the defense it would seem sufficient protection at least during the war, and in view of the fact that there have been three attempts to disrupt the Brotherhood, which if successful would entail a division of the defense fund, and perhaps tie it up in litigation; therefore be it

Resolved, That the 28th Annual Convention consider the advisability of suspending the defense assessment for a period of two years or any period deemed wise by the convention; and be it further

Resolved, That all laws with which this resolution would conflict be altered or suspended.

The committee recommended rejection.

The committee's recommendation was concurred in.

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**REPORT OF COMMITTEE ON RESOLUTIONS****RESOLUTION No. 129**

By Local Union No. 54 (Generalware, Mixed) New Castle, Pa.

Whereas, On account of the merchant, etc., taking the half cent from the worker; therefore be it

Resolved, That the N. B. of O. P. go on record favoring the issuance of half cent pieces by the government; and be it further

Resolved, That the delegates to the next convention of the A. F. of L. request that body to take this action.

The committee recommended rejection.

On motion by Will T. Blake the recommendation of the committee was concurred in.

**RESOLUTION No. 67**

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That the National Brotherhood of Operative Potters endorse the principle of State and National health insurance.

The committee recommended adoption with the word "industrial" inserted between the words "health" and "insurance."

Motion by Will T. Blake that we concur in the recommendation of the committee.

Motion carried.

**REPORT OF COMMITTEE ON STATE OF ORDER****RESOLUTION No. 113**

By Local Union No. 86 (Warehousemen) East Liverpool, Ohio

Whereas, The conditions of the warehousemen east of the Allegheny mountains are in a very deplorable state in regards the wage paid for warehousemen; therefore be it

Resolved, That Vice President Hutchins, along with the eastern executive officials shall use their endeavors in organizing the warehousemen east of the Allegheny mountains, and shall demand the union wage scale for warehouse work and that our National President use his influence along with the aforesaid officers.

The committee recommended adoption.

Motion by John Shingler that we concur in the recommendation of the committee.

Motion carried.

**RESOLUTION No. 124**

By Local Union No. 99 (Generalware, Mixed) Clarksburg, W. Va.

Resolved, That the one per cent defense assessment be taken out in the office.

The committee recommended rejection.

The committee's recommendation was concurred in.

#### RESOLUTION No. 130

By Local Union No. 54 (Generalware, Mixed) New Castle, Pa.

Whereas, On account of the different locals putting in office, at various times, a good fellow instead of an experienced one; therefore be it

Resolved, That the N. B. of O. P. create a new office of past president, to be filled by the retiring president, to sit on the rostrum beside the president and instruct him. The past president shall be furnished with a badge or button by the National office.

The committee recommended rejection.

On motion by John Shingler the recommendation of the committee was concurred in.

#### RESOLUTION No. 126

By Local Union No. 54 (Generalware, Mixed) New Castle, Pa.

Whereas, We now have a china price list and china workers realize that it takes a man experienced with the working and making of china to be a judge of its merits; therefore be it

Resolved, That the convention form a china standing committee both East and West. The Allegheny mountains to be the dividing line.

The committee recommended rejection.

The recommendation of the committee was concurred in.

Announcements were then made by the chairmen of the different committees after which the convention adjourned.

## Saturday, July Sixth

### MORNING SESSION

The convention was called to order by President Menge.

The minutes of the previous session were read and approved.

Resolutions which had been presented at the close of Friday afternoon's session were read and referred as follows:

Resolution No. 140, by L. U. Nos. 9, 12 and 16, referred to the Committee on Law.

Resolution No. 141, by L. U. Nos. 9, 12 and 16, referred to the Committee on Officers Report.

Resolution No. 142, by L. U. No. 12, referred to the Committee on Law.

Resolution No. 143, by L. U. No. 4, referred to the Committee on Law.

Resolution No. 144, by L. U. No. 53, referred to the Committee on Law.

Resolution No. 145, by L. U. No. 45, referred to the Committee on Finance.

Resolution No. 146, by L. U. No. 45, referred to the Committee on Law.

Resolution No. 147, by L. U. No. 45, referred to the Committee on Health.

Resolution No. 148, by L. U. No. 45, referred to the Committee on Law.

Resolution No. 149, by L. U. No. 44, referred to the Committee on Law.

Resolution No. 150, by L. U. Nos. 104 and 98, referred to the Committee on Finance.

Resolution No. 151, by L. U. No. 104, referred to the Committee on Finance.

Resolution No. 152, by Eastern Health Committee, referred to the Committee on Health.

Resolution No. 153, by L. U. No. 45, referred to the Committee on Resolutions.

Resolution No. 154, by L. U. No. 45, referred to the Committee on Resolutions.

### RESOLUTION

By Local Unions Nos. 9, 12, 16.

Whereas, We believe that the present piece work system

should be abolished in all branches of the pottery industry and in its place a day wage or hourly rate established; therefore be it

Resolved, That the Executive Board, in conjunction with a committee of three (3) from each branch elected by the different locals, to bring about a conference to the end that a day wage system be established.

Ruled out as its introduction is forbidden under the provision of Section 23 of the National Constitution.

### RESOLUTION

By Local Union No. 54

On account of porcelain firms advertising their goods and selling them as china we deem the same to be a detriment to the china trade; therefore be it

Resolved, That these firms so advertising and selling these goods in that way pay workers china prices.

Ruled out as its introduction is forbidden under the provisions of Section 23 of the National Constitution.

### RESOLUTION

By Local Union No. 35

Whereas, The sanitary manufacturers still stamp the pay envelopes "Increase;" therefore be it

Resolved, That we insist that the practice be discontinued.

Ruled out as its introduction is forbidden under Section 23 of the National Constitution.

### RESOLUTION

By Local Union No. 85

Whereas, It is customary in other trades that extra payment is made for overtime; therefore be it

Resolved, That Section 6 of the Supplement to Wage Scale and Agreement of June 1st, 1918, be amended to read: "That when conditions in the industry are acute and the normal output will not meet the demand, there be some arrangement made whereby the men in different departments may work overtime to meet such conditions, and such extra work to be paid for at the rate of time and one-half for day work, and price and one-half for piece work."

Ruled out as its introduction is forbidden under the provisions of Section 23 of the National Constitution.

### RESOLUTION

By Local Unions Nos. 5 and 86

Whereas, The warehousemen are the poorest paid craft in the trade; therefore be it

Resolved, That on account of the high cost of living and being unable to live on the present wages paid, we ask that we be granted a day wage of \$5.



Ruled out as its introduction is forbidden under the provisions of Section 23 of the National Constitution.

## REPORT OF COMMITTEE ON FINANCE.

### RESOLUTION No. 24

By Local Union No. 24 (Generalware Mixed) Wellsville, Ohio

Resolved, That the National Brotherhood of Operative Pot-  
ters pay all sick members, that furnish a doctor's certificate,  
the sum of five dollars per week, for every week they are sick,  
after the first week.

### RESOLUTION No. 25

By Local Union No. 24 (Generalware Mixed) Wellsville, Ohio

Resolved, That the death benefit be changed from two hun-  
dred dollars to five hundred.

### RESOLUTION No. 27

By Local Union No. 24 (Generalware Mixed) Wellsville, Ohio

Resolved, That the dues be raised fifteen cents per month.  
The fifteen cents to go to the national head for the maintenance  
of the sick and death insurance.

The Finance Committee recommended the adoption of the  
following substitute for Resolutions Nos. 24, 25 and 27:

We, your Committee on Finance, recommend that Resolu-  
tions Nos. 24, 25 and 27 be referred to the National Health  
Committee for the purpose of thorough investigation of the  
subjects of sick benefits and health insurance, financing same,  
etc. Report to be made to the next annual convention.

Motion by A. T. C. Potts that the recommendation of the  
committee be concurred in.

Amendment by R. A. McDevitt that the National Health  
Committee be not restricted to make their report to the next  
convention but they may report to this convention if they see  
fit to do so.

Amendment carried.

The motion to concur in the committee's recommendation  
carried.

### RESOLUTION No. 61

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That the pay for standing committee work, execu-  
tive board and all national committee work shall be seventy-  
five (75c) cents per hour or six (\$6) dollars a day and all  
necessary expenses.

The committee recommended adoption with 87½ cents per  
hour inserted in lieu of 75 cents per hour, and not more than  
8 hours wages may be paid in any 24 hours, either in travel  
or committee work.

Motion by A. T. C. Potts that we concur in the recommenda-

tion of the committee.

Motion carried.

## REPORT OF COMMITTEE ON RESOLUTIONS

### RESOLUTION BY THE TOBACCO WORKERS' INTERNATIONAL UNION

Whereas, It is assumed, and the assumption confirmed by statistical calculation, that the purchasing power of the organized workers of this country is of tremendous proportions, reaching into billions of dollars in the course of a calendar year; and

Whereas, The practical application of our purchasing powers as trade unionists has been sadly neglected through the indifference of the members of organized labor. Information gathered from dealers is to the effect that very few union men insistently demand products bearing the union label, except it be when such articles have some coupon scheme attached to them; and

Whereas, The Tobacco Workers' International Union is one of the organizations that is suffering from this condition of indifference and neglect, with the result, that members of our union have been walking the streets, while those employed in the trust and non-union factories are working overtime; therefore be it

Resolved, That as the Tobacco Workers' Blue Label has for many years been extensively advertised among all the unions now in affiliation with the American Federation of Labor, it is therefore entitled to a fuller cooperation from our fellow trade unionists in the demand for union labeled tobacco, cigarettes and snuff; be it further

Resolved, That we, the delegates to the National Brotherhood of Operative Potters in convention, assembled in Atlantic City, N. J., July 2nd, 1918; declare that we will use every effort through our international union to cooperate and assist The Tobacco Workers' International Union in creating a greater demand for union label tobaccos, snuff and cigarettes.

Motion by John Remele that the resolution be adopted and inserted in the convention proceedings.

Motion carried.

## REPORT OF THE COMMITTEE ON LAW

### RESOLUTION No. 9

By Local Union No. 9 (Kilnmen) East Liverpool, Ohio

Resolved, That when a bench boss needs an apprentice he shall notify the local of the fact and get its approval and any bench boss violating this rule shall be fined \$5.00 for the first offence, \$10.00 for the second offense and for the third offence he shall be suspended.

The committee recommended the adoption of the following substitute for Resolution No. 9:

Resolved, That when a bench boss is entitled to an apprentice and has put on the same he shall notify the local union

within one week, and should said apprentice fail to complete his time in said shop the bench boss shall notify the local union within one week thereafter. Any bench boss violating this rule shall be fined \$5.00 for the first offence, \$10.00 for the second offence and for the third offence he shall be suspended.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No 12

By Local Union No. 10 (Turners & Handlers) E. Liverpool, O.

Whereas, The alien enemy or person who comes to this country for personal profit or benefit, but leaves their heart and sympathy with enemy or foreign nations is not a benefit to this country; therefore be it

Resolved, That any member of the N B of O. P. who is an alien, and having come to the U. S. A. to make his living, be given a reasonable length of time to become a citizen of this country, the time to be set by this convention. If at the expiration of that time he has not complied he shall be expelled from the N. B. of O. P. and denied all rights and privileges attached thereto; and be it further

Resolved, That any member of the N. B. of O. P. who has declared his intentions of becoming a citizen of the U. S. A., and has not received his final papers shall not be eligible to any national office in the N. B. of O. P. The latter section of this resolution shall not apply to members of the N.B. of O. P. who reside in and are citizens of Canada.

#### RESOLUTION No. 46

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Resolved, That we, the members of the N. B. of O. P., reserve the right to refuse to teach any alien any trade in our industry, provided that such person has been in this country long enough to secure his first papers, declaring his intention to become an American citizen.

The committee recommended the following substitute for Resolutions Nos. 12 and 46:

Resolved, That any member of the N. B. of O. P. who is not a citizen of the United States shall not be eligible to any National Office in the N. B. of O. P. This rule shall not apply to members of the N. B. of O. P. who reside in and are citizens of Canada.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

#### RESOLUTION No. 21

By Local Union No. 18 (Dippers) East Liverpool, Ohio

Resolved, That all settlements made by the Western Standing Committee be printed and sent out as a part of the quarterly reports, and that all questions taken up by said committee shall be represented by some member or members of the craft involved.

The committee recommended rejection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 42

By Local Union No. 31 (Generalware, Mixed) E. Palestine, O.

Whereas, The W. S. George Pottery company, with plants at East Palestine, Canonsburg and Kittanning, controlled from main office at East Palestine, having by virtue of kiln capacity and standing in pottery industry been granted representation on the Labor Committee of the U. S. P. A.; therefore be it

Resolved, Local Union No. 31, East Palestine, Ohio, be granted representation on the conference committee; and be it further

Resolved, That all laws conflicting with this resolution be changed accordingly.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No. 48

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, Our Constitution provides for the election of our national officers annually; therefore be it

Resolved, That the officers of the N. B. of O. P. who are elected in 1918, shall serve for a period of two years, and that the future elections for the following offices shall be held bi-annually: President, First Vice President, Secretary-Treasurer, Second Vice President, Third Vice President, Fourth Vice President, Fifth Vice President, Sixth Vice President, Seventh Vice President.

The committee recommended rejection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 49

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, Our present system of nominating national officers permits candidates to aspire for as many offices for which they are nominated; therefore be it

Resolved, That in the future candidates who are nominated for more than one office shall designate which office they desire to contest for.

The committee recommended adoption with the understanding that this does not apply to the candidate for delegate to the A. F. of L. conventions.

On motion by T. M. Woods the committee's recommendation was concurred in.

#### RESOLUTION No 80

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, The system of finding out the result of each lo-

cal's vote, on all national elections, is very inadequate; therefore be it

Resolved, That the vote of each local union be published in the Potters Herald within fifteen days after tabulation, on each and every election.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No. 81

By Local Union No. 59

The committee recommended adoption as amended.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion by DeBee that Resolution No. 81 be referred back to the committee.

(For final action on Resolution No. 81 see Monday morning's minutes.)

#### RESOLUTION No. 94

By Local Union No. 76 (Generalware, Mixed) Buffalo, N. Y.

Owing to the fact that both the generalware and sanitary branches of the trade each make an agreement as to wages and working conditions for two years, and believing that each branch can best handle its own problems by reason of a superior technical knowledge acquired by daily contact with the series of processes peculiar to each branch whether sanitary or generalware, wherefore we believe that we incur an unnecessary and needless expense in sending generalware delegates to the sanitary convention, or that sanitary delegates be sent to the generalware convention; therefore be it

Resolved, That each branch of the trade—that is, sanitary or generalware—shall each hold a convention on alternate years, as at present to formulate wage demands, etc., but sanitary men only shall be eligible to take part in sanitary conventions, and generalware men only shall be eligible to take part in generalware conventions.

The committee recommended rejection.

The committee's recommendation was concurred in.

#### RESOLUTION No. 97

By Local Union No. 76 (Generalware, Mixed) Buffalo, N. Y.

Whereas, We find that a lot of confusion arose from the financial standing of members of the N. B. of O. P. when the last strike was called, in regards to their receiving strike benefits; therefore be it

Resolved, That strike benefits in the future be paid to all members of the N. B. of O. P. irrespective of the length of time they have been members.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.



## RESOLUTION No. 109

By Local Union No. 82 (Sanitary, Mixed) Chillicothe, Ohio .

Whereas, Quite a number of our brothers are joining the colors for service abroad; and

Whereas, The financial remuneration for said service is extremely small; therefore be it

Resolved, That each and every brother entering said service shall be kept in good standing in the N. B. of O. P. by remaining members of their respective locals, and in case of death full benefits shall be paid to the beneficiary.

The committee recommended rejection.

The recommendation of the committee was concurred in.

## RESOLUTION No. 125

By Local Union No. 54 (Generalware, Mixed) New Castle, Pa.

Whereas, On account of the expense of postage, etc., attached to a transfer card, we deem it necessary to place a tax on same; therefore be it

Resolved, That a charge of 10 cents be placed on each transfer card, the same to be charged to the local union issuing the card.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

## RESOLUTION No 128

By Local Union No. 54 (Generalware, Mixed) New Castle, Pa.

Whereas, On account of outside locals being at a greater expense than the locals in East Liverpool in case of any dispute, having to call by telephone or send delegates to headquarters, to go before the standing committee or to the central body, and the mailing, etc., an extra expense; therefore be it

Resolved, That the outside mixed locals, where one local controls the trade, retain five per cent of the defense assessments for this purpose.

The committee recommended rejection.

The recommendation of the committee was concurred in.

## RESOLUTION No. 133

By Local Union No. 25 (Packers) East Liverpool, Ohio

Whereas, We feel that there is a great many people not paying one per cent; therefore be it

Resolved, That this convention take some action towards making laws more strict in order to make members more prompt in paying their defense assessments.

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion by McCullough that Resolution No. 133 be referred back to the committee for reconstruction.

Motion lost.

The motion to concur in the recommendation of the committee, which was to reject the resolution, carried.

#### RESOLUTION No. 135

By Delegates Geo. A. Goppert, Wm. H. Webb, Dora Konig,

Muriel Cartwright, Edward Reese and J. Melvin Smith.

Whereas, We believe that Section 10 of the National Constitution is not complete; therefore be it

Resolved, That an addition be added to Section 10 to read that no member of any local union, meeting semi-monthly, shall be eligible to election as delegate who has been absent more than three meetings during the six months previous to the election of delegates.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### REPORT OF FINANCE COMMITTEE

A partial report on mileage was read by A. T. C. Potts.

On account of Brother Parker Zentz being seated as alternate delegate to L. V. Maley, a motion by T. M. Woods was put and carried to make check payable to Brother Zentz.

Motion by A. T. C. Potts that the partial report of mileage be received and the secretary authorized to make out the checks for the different amounts.

Motion carried.

Announcements were then made by the chairmen of the different committees after which the convention adjourned until 9:30 Monday morning, July 8th.

# Monday, July Eighth

## MORNING SESSION

The convention was called to order by President Menge.

The minutes of the previous session were read and approved.

### REPORT OF COMMITTEE ON LAW

#### RESOLUTION No. 50

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, The present system of electing delegates to the American Federation of Labor, provides that they shall be elected by a referendum vote of the trade except the President of the N. B. of O. P., who shall be a delegate by virtue of his office; therefore be it

Resolved, That in the future the members of the trade west of the Allegheny mountains elect one representative and the members east of the Allegheny mountains shall elect the other.

#### RESOLUTION No. 64

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That the N. B. of O. P. representatives to the A. F. of L. convention be elected by the popular vote of the trade.

The committee recommended the following substitute for Resolutions Nos. 50 and 64:

Resolved, That in the future the N. B. of O. P. representatives of the A. F. of L. conventions shall be elected, one from the East and one from the West.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Amended substitute by Will T. Blake:

Resolved, That the National President shall continue to represent the N. B. of O. P. at the A. F. of L. conventions by virtue of his office, in accordance with the present law, and the delegate to be elected shall be selected alternately one year from the East and the next year from the West.

The amended substitute for Resolutions Nos. 50 and 64 was concurred in.

Motion by T. B. Dennis that the delegate for the 1919 convention be selected from the East.

Motion carried.

#### RESOLUTION No. 78

By Local Union No 51 (Generalware, Mixed) Canonsburg, Pa.

Whereas, There is great dissatisfaction among the different

branches of the trade in reference to the prices set on each trade at our last conference, and we think that there is a better way of making settlements satisfactory to all; therefore be it

Resolved, That hereafter when there are any settlements in regard to an advance in prices or a reduction in prices at our conference, that the branch affected will have a committee from that branch to make a settlement, and so a committee from each branch make its own settlements and that no one shall return to work until all branches are settled.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No. 81

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, Some local union secretaries are very negligent in forwarding the vote of their local, to the national secretary, and in some cases fail to send them at all; therefore be it

Resolved, That any or all secretaries failing to make returns of each election in time for tabulation shall be fined twenty-five (\$25.00) dollars, such fines to stand against him as dues until paid.

The committee recommended the following substitute for Resolution No. 81.

Resolved, That it shall be the duty of the financial secretary to forward the result of the elections of National Officers to the National Secretary. Failing to do so within the stipulated time as provided by law he shall be fined \$10.00.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No. 83

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, A union to be perfect should have initiative, referendum and recall in their constitution; therefore be it

Resolved, That the recall be added to the initiative and referendum already in the constitution of the National Brotherhood of Operative Potters.

The committee recommended rejection.

The recommendation of the committee was concurred in.

Resolution No. 85, by Local Union No. 59, and Resolution No. 131, by Local Union No. 94.

The committee recommended the rejection of Resolutions 85 and 131.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion by A. P. Dunnigan that Resolutions 85 and 131 be referred back to the committee for reconstruction.

Motion carried.

(For final action on Resolutions 85 and 131 see Tuesday morning's session, July 9th.)

## RESOLUTION No 93

By Local Union No 74 (Generalware, Mixed) Carrollton, Ohio

Whereas, We are organized on craft lines and believing that matters affecting the price should not be voted on by the trade in general; therefore be it

Resolved, When a question comes before the trade affecting only one branch, only said branch be allowed to vote on the matter

The committee recommended rejection.

On motion by T. M. Woods the committee's recommendation was concurred in.

## RESOLUTION No. 106

By Local Union No. 82 (Sanitary, Mixed) Chillicothe, Ohio

Whereas, Approximately 90 per cent of sanitary pressers throughout the trade ignore Section No. 262; applying through secretary of local unions for positions; and

Whereas, The N. B. of O. P. has not provided a penalty for violation of said rule; therefore be it

Resolved, That the 28th Annual Convention expunge said section.

The committee recommended rejection.

The recommendation of the committee was concurred in.

## RESOLUTION No. 137

By Local Union No. 9

Resolved, That on and after the first day of August, 1918, all members who have been affiliated with the N. B. of O. P. for 25 years, and are unable to follow their occupation, be granted honorary membership and their dues remitted.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

## RESOLUTION No. 132

By Local Union No. 25

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion by Geo. H. Cartlidge that Resolution No. 132 be referred back to the committee.

Motion carried.

(For final action on Resolution No. 132 see Tuesday afternoon's session, July 9th.)

## RESOLUTION No. 136

By Local Union No. 35

The committee recommended adoption.

Motion by T. M. Woods that the recommendation of the com-



mittee be concurred in.

The hour of adjournment having arrived announcements were made by the chairmen of the different committees after which the convention adjourned with the motion to concur in the recommendation of the committee, which was to adopt Resolution No. 136, still pending.

## Monday, July Eighth

### AFTERNOON SESSION

The convention was called to order at 2:30, President Menge in the chair.

Minutes of previous session were read and approved.

The following letter was read from T. J. Duffy, chairman of the Industrial Commission of Ohio, and ordered printed in the convention proceedings:

Columbus, O., July 5, 1918.

Mr. Edward Menge, President,  
National Brotherhood of Operative Potters,  
Odd Fellows Hall, Atlantic City, N. J.

Dear Mr. Menge: Will you kindly convey to the delegates of the convention my greetings and best wishes for a successful convention?

I have watched with much interest and satisfaction the progress which the organization has made during the past year in the way of bringing about better conditions for the members. The war will no doubt give many new and pressing problems that will have to be met by organized labor. I am confident that the N. B. of O. P., as well as the labor movement in general will measure up fully to this responsibility and will meet these new problems in such a manner as to redound to the best interest of the people they represent.

Again asking you to extend to the delegates my best wishes, I am,

Very truly yours,

T. J. DUFFY.

Following are copies of telegrams sent to President Wilson, Governor W. D. Stephens, and Daily News and Bulletin, San Francisco newspapers on behalf of Thomas J. Mooney, under instructions of the convention:

Woodrow Wilson,  
Washington, D. C.

Honorable Sir: Delegates of the National Brotherhood of Operative Potters desire to convey to you an expression of their appreciation of your efforts to obtain a new trial for Thomas J. Mooney, under sentence of death in California in connection with the preparedness parade outrage. Believing as we do in his innocence, and that a new trial will materially aid him in establishing that fact, we respectfully solicit a continuance of your efforts along that line.

JOHN T. WOOD,  
Secretary of Convention,  
Odd Fellows Hall, Atlantic City, N. J.

Governor W. D. Stephens,  
Sacramento, Calif.

Honorable Sir: Confidently believing in the innocence of Thomas J. Mooney, the National Brotherhood of Operative Potters, through its accredited representatives in convention assembled, respectfully appeal to you as chief executive of the great commonwealth of California to grant him a new trial.

JOHN T. WOOD,  
Secretary of Convention,  
Odd Fellows Hall, Atlantic City, N. J.

The following response to the telegram sent to President Wilson was received and ordered printed in the convention proceedings:

The White House, Washington, D. C., July 6, 1918.

My Dear Sir: In reply to your telegram of July 5th, the President directs me to assure you that everything that can be done in the matter to which you refer is being done.

Sincerely yours,  
J. P. TUMULTY,  
Secretary to the President.

Mr. John T. Wood,  
Atlantic City, N. J.

## REPORT OF COMMITTEE ON LAW

Resolution No. 136 by Local Unions Nos. 40 and 45.

The committee recommended adoption as amended.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion by T. B. Dennis that action be deferred on the committee's recommendation until action had been taken on Resolutions 85 and 131 which were in the hands of the Law Committee.

Motion to defer action carried.

## REPORT OF COMMITTEE ON FINANCE

### RESOLUTION No. 150

By Local Unions No. 104 and 98

Whereas, In view of the fact that we demand a rate of wages sufficiently high enough to meet the increased cost of living, and our attitude as employers in respect to wages, is but a reflection of what we really believe to be necessary to meet a condition of which we complain, which cannot help but have some effect on future negotiations relating to our wage scales; therefore be it

Resolved, That the salary of the National President shall be \$2,500 per year, First Vice President \$2,400 per year, Secretary-Treasurer \$2,400 per year. The same to take effect August 1, 1918.

The committee recommended rejection.

On motion by A. T. C. Potts the recommendation of the committee was concurred in.

## RESOLUTION No. 145

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, The present cost of living affects all our members alike; therefore be it

Resolved, That this convention recommend an increase of \$200 be granted to our three salaried officers. To be submitted to a referendum vote of the trade and if favorable action is taken to go into effect on August 1st, 1918.

The committee recommended that Resolution No. 145 be presented to the convention as a committee of the whole.

Motion by A. T. C. Potts that the recommendation of the committee be concurred in.

Motion carried.

Motion by J. Vern Johnston that the convention do now resolve itself into a committee of the whole to take up Resolution No. 145.

Motion carried.

## REPORT OF THE COMMITTEE OF THE WHOLE

The committee recommended the following substitute for Resolution No. 145:

Whereas, The present cost of living affects all our members alike; therefore be it

Resolved, That this convention recommend an increase to our three salaried officers. To be submitted to a referendum vote of the trade as to whether the increase shall be \$200.00 per year or \$500.00 per year. If favorable action is taken for an increase to go into effect on August 1st, 1918.

## FORM OF BALLOT

Do you favor an increase in the salaries of the National Officers?..... YES.....

NO.....

If so place an X opposite the amount of your preference..... \$200.00.....

\$500.00.....

Motion by James Bailey that we adopt the committee's report.

Motion carried.

## REPORT OF COMMITTEE ON LAW

## RESOLUTION No. 138

By Local Unions Nos. 9, 12 and 16

As there has been some comment upon the chairmen of our various committees while in session as a convention that they are causing many members of the different committees to change their opinions and coincide with their chairman on account of him being a national officer; therefore be it

Resolved, That the Twenty-Eighth Annual Convention take

favorable action whereby all chairmen be elected by committee members of the various committees; and be it further

Resolved, That all laws conflicting with the resolution be null and void.

The committee recommended rejection.

The recommendation of the committee was concurred in.

## REPORT OF COMMITTEE ON RESOLUTIONS

### RESOLUTION No. 153

By J. Vern Johnston

Whereas, The Inter-Allied Labor Conference held in Nottingham, England, in 1918, adopted a program of peace and social reconstruction after the termination of the war, which program vitally affects the interests of all peoples in general and of the workers throughout the world in particular; and

Whereas, We desire that every member of the Brotherhood become conversant with the contents of said document; be it therefore

Resolved, That same be published in full in the Potters Herald as soon as possible, and that we urge all members to carefully interest themselves in same.

The committee recommended adoption.

On motion by Will T. Blake the recommendation of the committee was concurred in.

## REPORT OF COMMITTEE ON OFFICERS REPORTS

### RESOLUTION No. 141

By Local Unions No. 9, 12 and 16

The committee recommended rejection.

Motion by George Smith that we concur in the recommendation of the committee.

Motion by R. A. McDevitt that action on Resolution No. 141 be deferred until the committee has reported on the report of the Executive Board.

Motion carried.

## REPORT OF COMMITTEE ON STATE OF ORDER

### RESOLUTION No. 53

By Local Union No. 37 (Generalware Pressers) Trenton, N. J.

Whereas, Where there is a shop engaged in the making of high class china and specialties and where there are some branches not affiliated with the N. B. of O. P.; therefore be it

Resolved, That the members of the N. B. of O.P. employed at such plant have same power to organize these branches as generalware or sanitary branches have.

The committee recommended adoption.

On motion by John Shingler the recommendation of the committee was concurred in.



## RESOLUTION No. 134

The condition of the finishers east of the Allegheny mountains is very deplorable in regards the wages paid for finishing; therefore be it

Resolved, That Vice President Hutchins along with the eastern executive officials shall endeavor to organize the finishers east of the Allegheny mountains and shall demand the union scale for finishers' work, and that our National President use his influence along with the aforesaid officers.

The committee recommended adoption.

The committee's recommendation was adopted.

## RESOLUTION No. 39

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, We believe that all settlements made on sanitary ware by the standing committee should be a matter of general knowledge to the trade; therefore be it

Resolved, That all such settlements be published in the Potters Herald immediately after same is made.

The committee recommended adoption with the exception of defective ware settlements.

On motion by John Shingler the recommendation of the committee was concurred in.

## RESOLUTION No. 31

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, The necessity for familiarizing the trade with the laws made and agreements entered into at conferences and conventions is growing more urgent; and

Whereas, Many errors that occur in outside shops are due to a lack of such knowledge; therefore be it

Resolved, That a committee be appointed at this convention to compile a book containing a price list and all laws, working conditions and agreements pertaining to the sanitary trade, entered into at the coming conference, same to be furnished to the trade at cost.

The committee recommended rejection.

The recommendation of the committee was concurred in.

## RESOLUTION No. 54

By Local Union No. 44 (Generalware, Mixed) Sebring, Ohio.

Whereas, The practice of finishers carrying ware from the jigger, also carrying out, is working a hardship on some finishers; therefore be it

Resolved, That the practice be eliminated unless they receive pay for doing said work.

The committee recommended adoption.

The committee's recommendation was adopted.

## RESOLUTION No. 69

By Local Union No. 45

The committee recommended adoption as amended.

Motion by John Shingler that we concur in the recommendation of the committee.

Amendment by T. B. Dennis that all apprentices of the N. B. of O. P. entering any department of the United States and allied fighting forces shall be entitled to their time as though working.

The hour of adjournment having arrived announcements were made by the chairmen of the different committees after which the convention adjourned until 9:30 Tuesday morning with Resolution No. 69 still pending.

## Tuesday, July Ninth

### MORNING SESSION

The convention was called to order by President Menge.  
Minutes of the previous session were read and approved.

#### REPORT OF COMMITTEE ON STATE OF ORDER

Resolution No. 69 which was pending at the close of Monday afternoon's session was the first business considered at this session.

#### RESOLUTION No. 69

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That all apprentices of the N. B. of O. P. entering the U. S. service, be allowed four (4) months of their time for each year during the period of the war.

The committee recommended adoption and the motion before the convention was to concur in the recommendation of the committee.

Amendment by T. B. Dennis that all apprentices of the N. B. of O. P. entering any department of the United States or allied fighting forces shall be entitled to their entire time as though working.

The following substitute was offered by J. Vern Johnston and adopted by the convention:

Resolved, That all apprentices of the N. B. of O. P. who are in, or who may enter, any branch of the allied military or naval service, shall upon return be given the same rate of pay that he would have been entitled to had he remained at the bench, but that he must serve his full apprenticeship period in point of time.

#### RESOLUTION No. 95

By Local Union No. 76 (Generalware, Mixed) Buffalo, N. Y.

Whereas, There is considerable difference throughout the different shops in the size of saggars, especially pin saggars, and believing that a uniform size of saggars would take care of 90 per cent of the ware made, we therefore send the following resolution for consideration at the convention:

Resolved, That a man be appointed by the National President to visit all generalware and china shops, excepting isolated places difficult or very costly to reach; he shall measure all pin saggars, and also the number and spacing of pin holes, and tabulate same, and from which a uniform scale for saggars shall be formulated by a committee of kilnmen to be appointed by the National President, the uniform scale so formulated shall

be submitted to the manufacturers for agreement on same.

The committee recommended the rejection of Resolution No. 95 and the adoption of the following substitute:

Whereas, There is considerable difference throughout the different shops in the size of saggars, especially pin saggars, and believing that a uniform size of saggars would take care of 90 per cent of the ware made, we therefore offer the following resolution for consideration at the convention:

Resolved, That the statistician of each general ware and china ware local measure all pin saggars, also number and spacing of holes and tabulate same from which a uniform scale for saggars shall be formulated by a committee of kilnmen and saggermakers to be appointed by the National President. The scale so formulated shall be submitted to the manufacturers for agreement.

Motion by John Shingler that we concur in the recommendation of the committee.

Motion carried.

#### RESOLUTION No. 114

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal.

Whereas, Local Union No. 89 has encountered considerable difficulty in fixing prices on numerous pieces of work other than staple articles, and though many of these pieces are made in other shops, yet this local lacks the necessary information as to prices, dimensions of same, and believing other locals encounter these same difficulties; and

Whereas, Our employer usually has a definite knowledge of all pieces in dispute; therefore be it

Resolved, That the 28th Annual Convention empower the Executive Board to compile a book of references in catalogue form, containing photographs, dimensions, making price, selling name and all other necessary information they deem necessary, such information, etc., to be compiled at each shop by the local union having jurisdiction over the shop and forwarded to the Executive Board, each local union to receive one of these books or catalogues.

The committee recommended rejection.

The committee's recommendation was concurred in.

#### REPORT OF CANADIAN SITUATION

By Brother George Smith

To the Officers and Delegates of the Twtney-Eighth Annual Convention. Greetings:

In presenting the report from St. Johns, P. Q., Canada, I do so with a feeling of regret that after the optimistic report of last year we have not been able so far to reach an agreement.

As you will remember at the last convention it had been arranged that a conference should be held between our national officers and the manufacturers this having been made possible through the minister of labor. As our president and vice president will probably have taken this up in their reports I will be brief in my reference to that part of the proceedings.

It took place on August 6th in the offices of the C. T. P.

Co. with six of our national officers present, and the local's committee; on the other side there were Mr. Black, Mr. W. A. Campbell, Mr. Knight and Mr. Elliott. Black did all the talking for his side, and adopting his usual line of arrogant and pompous talk, tried to impress on all present how successfully they had been operating the potteries, and followed this up by inviting our national officers to go over the plant. This was nothing but a huge bluff in one way and in another was a fine proof of what has been our contention from the beginning of all the trouble. There is not a potter in the whole outfit, nor yet one who knows what a real pottery looks like. We went through and took time to examine everything thoroughly. It was unbelievable that they should try to hood-wink anybody of men who are potters, by the exhibition they put on, and without a doubt they had used camouflage to put out of sight the worst of their "successes." They had about 20 men casting and pressing and some of them were quite obviously blinds.

On returning to the office, Mr. Black wanted to know if we were now convinced that they could and were making first class ware. Vice President Hutchins was spokesman for our people and tried in a very gentlemanly way to disillusion him and characterized the work shown as nothing more or less than junk. Mr. Black did not enjoy being told this truth, and got "hot under the collar." In the course of his orations he made out that all potters were a bunch of slackers who could easily make twice the amount of work they ever did, and very ingeniously claimed that he did not want to see the men work for less money. All that he wanted was that they should make ten washdowns or six jets per day; the kilnmen, saggermakers, etc., could easily do twice as much as they did, or as he put it—as the union would permit them to do—and if they did this why they would be getting a raise as he was only asking 30 per cent off, and "Gentlemen, could anything be fairer than that offer?"

Of course he was told it was all a dream, and the evidence put forward ought to have convinced any reasonable man; but he knew. Why, Mr. George Toepher, of Trenton, N. J., had told him so. So Mr. Toepher was brought on and asked if he had ever done it. Oh, no, he had never, but he had seen those who could, and it developed he was speaking of about 20 years ago. I am more fully convinced than ever that it is this idea of getting men to do 100 per cent more work every day, that has been introduced into this trouble in the most up to date and Kaiser-like "German propaganda style" that has caused all the trouble and is causing it today, for it is on the grounds that anyone can make 100 per cent more that Black is holding out on.

Finally Black demanded what our terms were and he was informed we would accept the 1916 wage scale and concede the 7½ per cent that had just been granted by the U. S. manufacturers. This did not meet with his approval at all, and he was quite indignant at our presumption, as he termed it and when asked what he thought would be about right, very promptly replied, the same as before, 30 per cent off, which I suppose could only mean the 1912-14 price list. I think further comment from me would be superfluous. President



Menge told them where we stood on such a proposition, and also informed him we were in it to a finish and intended seeing it through.

In September of last year I was sent to represent the St. Johns Trade and Labor Council at the Trades and Labor Congress held at Ottawa, in the course of which we had a resolution adopted calling upon all plumbers throughout the Dominion to refuse to install ware made by these firms until such times as they have made an honorable settlement with their men. This was adopted and a little later we sent out copies of this resolution and a personal letter accompanied each one to every Trades and Labor Council in Canada. This was productive of at least some good as the resolution from the Saskatoon plumbers' branch which was printed in the Herald of June 20th will, I think, prove. Also we had the assurance of Mr. J. W. Bruce, general organizer of the plumbers, that he would use all the influence he could to see that organized plumbers throughout Canada would refuse to handle scab-made ware, and he has been very active in carrying out that promise.

While at this congress I was called to his office by the minister of labor, to try and find some way of making a settlement. He seemed to be genuinely in our favor, and was not afraid to show it, but our business not coming under the heading of a public utility, he could do nothing directly. However, the contract for the sanitary ware for the new parliament buildings was being placed just then, and he went out of his way quite a bit, in an attempt to have Black's goods refused because of the treatment he was giving his men. We were quite pleased with what we had accomplished, but politicians are the same the world over, and quite recently we discovered that the contract had in a roudabout way been given to Black. At the present we are taking steps to have it annulled and have served notice on the minister of public works, as have the plumbers, also, that they will refuse to install ware made by scabs. But in any case I can not see how this firm can make this order, with the present staff. For four months the C. T. P. Co. have been practically shut down, the reason given being want of coal and other material; but we doubt that very much. Anyway most of the help they had spent time and money upon trying to teach have either been conscripted into the army or have found other work when they shut down, and at present they have not more than ten in the whole outfit, and that includes so called pressers, kilnmen and saggermakers, etc. They are doing no casting at all. At the Dominion it is worse; they had been shut down since last fall until quite recently and now they have three all told. In addition to this there has been a new federal labor union started under a charter from the A. F. of L., and this had a considerable effect on the feelings of the people of the town towards our trouble. They are over 200 strong just now and are going stronger. The scabs tried to join up with them; in fact, we have it on pretty good authority that Black tried to have them join, so that he could save his face with the government and it is also true they had even gone so far as to have had it all fixed up for them to put the union label on their goods. But we got wise to their move, and had it fixed that no one who is work-

ing in any of the potteries can join this union, and if any member does go to work there, he will be expelled. We are very fortunate in having some good friends in this organization who keep a pretty sharp lookout for any of that kind.

During this last spring the minister of labor wrote me and asked me to go to Ottawa. He also wrote Black to the same effect, and asked me to arrange with him when we would be in Ottawa. I called up Black on the phone to make a date as the minister suggested, and was grossly insulted by him when I did so, and finally he refused to go. I notified Mr. Crothers of his refusal and of what he had said to me. Any man who was honestly trying to find a solution and had nothing to be ashamed of would have welcomed such an opening as the minister gave him, but Black did not. He knew if an investigation was held what would happen to him, so he carried on with his bluff in the hopes of our people giving in. But I am pleased to say not one of our people have done so in the last year.

At the present time we are in communication with Mr. Carvell, minister of public works, and there is just a chance that something will come of it. But when writing him we stated in the most positive terms there was no use asking us to accept Black's offer, but we did offer to accept ten per cent less than the present American prices, not because it was necessary, or because we did not require as much as they to live, but simply to get rid of the whole thing; but anything more than 10 per cent will not even be considered by us. From all we can learn our claims of last year have been confirmed, that the whole thing is a failure. They have lost plenty of money, and are more than anxious to get their money out. This is absolutely true in spite of all other statements to the contrary.

In conclusion let me say, we regret that it has been impossible so far to reach a settlement. We feel our position keenly in having to fight the sanitary manufacturers of Canada at the present time when the civilized world is combining to fight our common enemy, and when every individual should be straining every nerve to attain this end, but what can we do but continue to fight on to the best of our ability? These people are as bad as any Hun can be, and in continuing to demand a cut of 30 per cent from 1912-14 price list have proven themselves to be as unscrupulous.

I now have a more pleasant matter to refer to, that of the establishment of a new pottery company in Montreal. It is only a small plant at present, the shop being 100 feet by 60 feet, three flats and a cement basement. The building is of solid brick and is quite finished and ready for the machinery. The slip house outfit is expected any day and they have settled with the Mercer Pottery company to install one of their automatic jiggers and stove rooms. They are trying to make the whole plant modern in every way and intend making hotel china for a beginning. I believe they have an interest in a china clay field which promises to be O. K. Two kilns are more than half built; one is 16 ft. 6 in., and the other 17 ft. 6 in. They have lots of land and there will be no lack of capital if this is a success. I was on the plant on Saturday last and was shown every courtesy by the management. In the course of a conversation I had they expressed the hope that we would work in harmony with them, for our mutual benefit. I

asked them if they would permit me to convey that message to our convention, and they stated they would be very pleased if I would do so, as they desired to do the right thing by their workpeople, and recognized that it was necessary to have skilled help and desired nothing better than our cooperation to try and make a success of the general ware trade in Canada, and to that end they would be willing to enter into agreements with our organization.

This, I think you will admit, is important, and every effort should be made to give this firm every possible assistance, as success for them will be success for us if we can control and help to develop this trade from the start under agreements with our organization.

Motion by T. B. Dennis that the report be received, spread on the minutes and published in the Potters Herald.

Motion carried.

Motion by James Bailey that a vote of confidence be extended to the National Officers and Brother George Smith for the efficient manner in which they have handled the St. Johns situation.

Motion carried.

## REPORT OF COMMITTEE ON LAW

### RESOLUTION No. 85

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, The present reinstatement fee of twenty-five (\$25.00) dollars is excessive and has a tendency to keep some former members out of the various locals in the generalware branch of our trade; and

Whereas, That which is detrimental to one-half of our Brotherhood is detrimental to the whole; therefore be it

Resolved, That the present reinstatement fee of twenty-five (\$25.00) dollars be reduced to twelve dollars and fifty cents (\$12.50), the same to take effect as soon as permitted by the law of the National Brotherhood of Operative Potters.

### RESOLUTION No. 131

By Local Union No. 94 (Warehousewomen) East Liverpool, O.

Resolved, That the present reinstatement fee for warehousewomen is unjust and not in accordance with their wages and that they cannot pay it; be it further

Resolved, That the reinstatement fee be lowered to Five (\$5.00) Dollars.

The committee recommended the following substitute for Resolutions Nos. 85 and 131:

Whereas, We are opposed to the reduction of the present rate of \$25.00 for reinstatement as a permanent feature but in order to lend every assistance to the Executive Board in their purpose of thoroughly organizing all branches of the trade; therefore be it

Resolved, That this convention favor the opening of the charter on reinstatement until February 1st, 1919, at the form-

er rate of \$5.00.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Amendment by Thomas Farrell that the question of reducing the reinstatement fee be left in the hands of the Executive Board to use their own discretion in the matter so far as the locals are concerned whose members receive low wages.

Amendment lost.

The motion to adopt the recommendation of the committee carried by a vote of 54 for to 41 against.

The following are the names of delegates who requested to be recorded as voting against the recommendation of the law committee: Podewels, Zentz, Larkins, Sullivan, Webster, Faulkner, Konig (Dorah), Cartwright, Goppert, DeBee, Winters, Webb, Cushnie, Baker, Thompson, Manson, Rowland, Hancock.

Motion by DeBee that all local unions who have received \$25.00 reinstatement fee shall return \$20.00 to all members who have paid same.

The motion carried by a vote of 56 for to 29 against.

Announcements were then made by the chairmen of the different committees after which the convention adjourned.

## Tuesday, July Ninth

### AFTERNOON SESSION

The convention was called to order by First Vice President Frank H. Hutchins.

Brother Frank Morrison, secretary of the American Federation of Labor, was introduced to the delegates by Brother Hutchins. Brother Morrison, in his remarks, outlined the progress made by the labor movement from the time of the coal miners' strike, when they asked for a shorter work day and an increase of wage in 1897 to the present time.

Motion by Will T. Blake that we tender Brother Morrison a rising vote of thanks for his interesting and illuminating address.

Motion carried.

The minutes of the previous session were read and approved.

#### REPORT OF COMMITTEE ON LAW

##### RESOLUTION No. 136

By Robert Rowland and Joshua Delaney

Resolved, That Section 153 of the Constitution be amended to read as follows:

That the initiation fee shall be ten dollars for male and females receiving the same compensation for their services; where females receive less than males they shall be required to pay only on-half of the regular initiation fee, five dollars. One dollar and fifty cents shall be paid to the National Union.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

##### RESOLUTION No. 132

By Local Union No. 25 (Packers) East Liverpool, Ohio

Resolved, That this convention enact a law to take care of all suspended members doing service in the army at the time the new \$25 reinstatement was put into effect, as we feel the former members not being able to become reinstated January 15, 1918, by giving their service at different government stations should be accepted at the old \$5 reinstatement fee.

The committee recommended the adoption of the following substitute for Resolution No. 132:

Resolved, That all suspended members who have engaged in actual military or naval service, either in America or allied forces, shall be reinstated at the former rate of \$5.00.

Motion by T. M. Woods that we concur in the recommenda-



tion of the committee.

Motion carried.

### RESOLUTION No. 139

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio

Inasmuch as it has been said by our President that we had the most democratic form of government in the American Federation of Labor; therefore be it

Resolved, That when a dispute arises at any time that the local and locals that are interested in said dispute have a right to elect delegates to meet with the Executive Board to settle all differences that may arise.

The committee recommended rejection.

The recommendation of the committee was concurred in.

### RESOLUTION No. 140

By Local Unions Nos. 9, 12 and 16

As we consider that there is a draining to the amount of thirty-two dollars and fifty cents (\$32.50) monthly to our general fund which we think should be eliminated, the same being the annuity of Mrs. A. S. Hughes; therefore be it

Resolved, That on and after August 1, 1918, by action of this convention that the annuity of Mrs. A. S. Hughes be eliminated.

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

Brother Louis DeBee requested to be recorded as voting against the committee's recommendation.

At this stage of the proceedings Brother Samuel Gompers, president of the American Federation of Labor, was introduced to the delegates by First Vice President Frank H. Hutchins. President Gompers in a few well chosen remarks extended the fraternal greetings of the great masses of men, women and children who toil, the laboring people not only of our country but of all countries, who are working and striving to bring about a better day.

Motion by W. T. Blake that a recess be taken to welcome President Gompers in order that the delegates may extend to him their appreciation of his splendid address.

Motion carried.

### RESOLUTION No. 142

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

As there has been a very bad practice in force in our trade in respect to jiggermen splitting 50-50 with their help, an unjust practice to the trade; therefore be it

Resolved, That any jiggerman of the N. B. of O. P. found guilty of splitting 50-50 with his help shall be fined \$5.00 for first offence, \$10.00 for second offence, and suspension for third offence.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No. 143

By Local Union No. 4 (Pressers) East Liverpool, O.

Whereas, We believe the rule pertaining to members belonging to the local union under whose jurisdiction they are working is a hardship upon some so employed if enforced; therefore be it

Resolved, That the rule be amended so that it would not apply in vicinities where the member reaches his place of employment by trolley or by means of other transportation; and be it further

Resolved, That all rules pertaining to this condition be rescinded.

The committee recommended rejection.

The convention concurred in the committee's recommendation.

#### RESOLUTION No. 144

By L. U. No. 53 (Finishers) East Liverpool, Ohio

Whereas, There has been some dispute over members living and working in one vicinity and that they belonged to a local in another vicinity on account of it being a craft local, and the local in vicinity they work and live in being a mixed local, and they don't want to attend the mixed local's meeting; therefore be it

Resolved, That any member be permitted to attend a local of their own craft when near enough to do so.

The committee recommended rejection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 146

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, A large number of the members of the N. B. of O. P. are securing honorary membership cards immediately on leaving the trade; therefore be it

Resolved, That no honorary membership cards be granted until members applying for them have been out of the trade six months or more, except those members who have left the bench to become pottery foremen; this to apply for the duration of the war.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

Motion by E. J. Whitehead that we reconsider our action on Resolution No. 143, by Local Union No. 4.

Motion carried.

## RESOLUTION No. 143

By Local Union No. 4

Whereas, We believe the rule pertaining to members belonging to the local union under whose jurisdiction they are working is a hardship upon some so employed if enforced; therefore be it

Resolved, That the rule be amended so that it would not apply in vicinities where the member reaches his place of employment by trolley or by means of other transportation; and be it further

Resolved, That all rules pertaining to this condition be rescinded.

The committee recommended rejection.

The motion before the convention is to concur in the recommendation of the committee.

The recommendation of the committee, which was to reject Resolution No. 143, carried by a vote of 47 for to 34 against.

Announcements were then made by the chairmen of the different committees after which the convention adjourned until 9:30 a. m. Wednesday, July 10th.

## Wednesday, July Tenth

### MORNING SESSION

The convention was called to order by President Menge.

Absentees—John J. Nolan, Lon Flash.

Minutes of previous session were read and approved.

#### REPORT OF COMMITTEE ON LAW

##### RESOLUTION No. 148

By Local Union No. 54 (General Ware, Mixed) New Castle, Pa.

Whereas, On account of the expense and trouble to collect a reinstatement fee; be it

Resolved, That any local union collecting this fee from a suspended member from another local union, the local union collecting said fee shall be entitled to half of the amount collected.

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

##### RESOLUTION No. 149

By Delegates from Local Unions Nos. 19, 18, 29, 31, 44, 98 and 103.

Whereas, It has been a difficult matter to get out a representative vote when voting on a strike question; therefore be it

Resolved, That in the future we pay strike benefits from voting roll only, unless a good valid reason can be given for not voting.

The committee recommended rejection.

The committee's recommendation was concurred in.

#### REPORT OF COMMITTEE ON OFFICERS REPORT

The report was read by Brother George Smith and a motion was made to adopt the report as a whole.

Motion by William McPhail that action on the recommendations of the Committee on Officers Reports be deferred until action has been taken on Resolution No. 141.

Motion carried.

(For final action on the recommendations of the Committee on Officers Reports see Thursday morning's minutes.)

## RESOLUTION No. 141

By Local Unions Nos. 9, 12 and 16

We, the undersigned delegates, representing Locals Nos. 9, 12 and 16, think that our National President and Executive Board have imposed a very ungrateful fine upon certain officers of our locals which caused the suspension of the president of Local Union No. 9; therefore be it

Resolved, That this, our Twenty-eighth Annual Convention, reimburse Locals No. 12 and 16 for fines imposed on them; and be it further

Resolved, That by action of this convention that Bro. N. S. Woods be reinstated to full membership; and be it further

Resolved, That any law conflicting with this resolution be null and void.

The committee recommended rejection.

Motion by George Smith that we concur in the recommendation of the committee.

Motion by Frank McCullough that rule nine (9) governing the length of time a delegate may speak on any one question be suspended during the time Resolution No. 141 is before the convention.

Motion carried.

The hour of adjournment having arrived Brother T. B. Dennis made a motion that the convention adjourn, and that Brother R. H. McDevitt be given the floor at the afternoon session.

The motion to adjourn carried with Resolution No. 141 before the convention.



## Wednesday, July Tenth

### AFTERNOON SESSION

The convention was called to order by First Vice President Frank H. Hutchins.

Absentees—John J. Nolan, George Sassman and Thomas Henry.

The minutes of the previous session were read and approved.

#### REPORT OF COMMITTEE ON OFFICERS REPORTS

Resolution No. 141, by Local Unions Nos. 9, 12 and 16, which was before the convention at the close of the mornnig's session was the first business before the convention.

The recommendation of the committee was to reject the resolution.

The motion before the convention was to concur in the recommendation of the committee.

The entire afternoon's session was taken up with remarks on the resolution and the convention adjourned with Resolution No. 141 still pending.

## Thursday, July Eleventh

### MORNING SESSION

The convention was called to order by President Menge.

Absentees—Thomas Henry, John J. Nolan, Wm. G. Astbury and George Sassman.

The minutes of the previous session was read and approved:

#### REPORT OF COMMITTEE ON OFFICERS' REPORTS

Resolution No. 141, by Local Unions Nos. 9, 12 and 16, was the first business before the convention.

The recommendation of the committee was to reject the resolution.

The motion before the convention was to concur in the recommendation of the committee.

Motion by Harry Bates that a roll call vote be taken on the motion to concur in the recommendation of the committee.

Motion carried.

The roll call was taken and resulted—Yeas, 77; Nays, 19.

Those who voted in the affirmative were: Delegates Kinsey, Welch, Ruff, Clewlow, Brizius, Croxall, Hill, Bowman, Clapperton, McGillvary, Schutte, Hancock, Copeland, Walsh, Hand, Fowler, Webb, McGowan (Andrew), Faulkner, McNutt, Reidy, Lloyd, O'Toole, Whitehead, Tyrell, Coley, Rowland, Zentz, Webster, Larkins, Sullivan, Bailey, Bentley, Bates, Dennis, Johnston, Martin, McDevitt, Potts, Remele, Brennen, Scholl, Haggerty, McGowan (James), Cushine, Cartwright, Konig (Dora), Winters, Kelly, Newbeck, Smith (Thomas), Blasenhour, Streets, Baker, Dunnigan, Smith (George), Rossier, Archibald, Bell, Hibbett, Smith (Melvin), Clark, Fash, Brunt, Shenton, Delaney, Mushet, Menge, Hutchins, Chadwick, Driber, Moore, Cartlidge, Woods (T. M.), Shingler, Wood (John T.), Blake. Yeas—77.

Those who voted in the negative were: Delegates Curran, Goodballet, Lane, McPhail, Podewels, Putnam, Gratton, DeBee, Laughlin, Konig (Henry), Thompson (John), Manson, Goppert, Gloss, Reese, Thompson (Fred W.), Farrell, Smurthwaite, McCullough. Nays—19.

#### REPORT OF COMMITTEE ON OFFICERS' REPORTS.

We, your Committee on Officers' Reports, beg to comment favorably on the change made in presenting this report, whereby it is submitted and signed by the Executive Board as a whole, and we suggest this form be continued, with the addition that all reports dealing with the National Organization, the auditors, a summary of the financial report of the National Secretary-Treasurer and the report of the Health Inspector, be

included in this report.

The report covering the general ware conference is to be commended for the clear and comprehensive manner in which it deals with the wage conference and all the circumstances connected with the discontent arising out of the difficult situation which was created by the members of the locals mentioned in the report, as attempting to launch an insurgent movement for the purpose of disrupting the Brotherhood.

This action of the insurgents we condemn unreservedly, and we wish further to call your attention, and include in our report, that section of the executives' report commencing at the top of page 18 and continuing to the part marked "Sanitary Trade," and which is as follows:

There is no doubt but what our laws contain many imperfections, and do not always express the sentiment of the members, but regardless of what our views are on any question affecting the interests of the trade or organization, there can be no valid excuse to violate any of our laws or agreements.

No movement can achieve success without recognition of some central authority. Applying that truth to our own affairs, it follows that no member, or local union can be superior to the constitution and laws you frame nor the official administration you may select.

The laws enacted for the guidance of our membership, like all human efforts, will have their imperfections; but these laws have been enacted by convention or by a vote of the trade—the highest authority, and must be conformed to and obeyed until changed in the manner prescribed by the constitution. There can be no departure from this policy without threatening the integrity and stability of our organization.

The constitution which enunciates the principles of our organization and prescribes its form of government gives evidence of the faith of our membership that discipline must prevail to insure substantial and orderly progress, and it has prescribed such drastic punishment for its infraction as to place beyond any reason of doubt its determination to enforce it.

And in accordance with the spirit of our laws and the obligation resting upon them, the members of the Executive Board in spite of their individual personal feelings in such matters, recognize the necessity of preserving the integrity and stability of our organization to the extent of imposing without fear or favor whatever penalty as prescribed by the constitution, in their judgment is warranted for any infraction of the laws or agreements.

What is essential to the success of any organization are laws expressing the desires of the membership. If any of our present laws do not represent the desires of our members, they should be repealed, but any action that tends to nullify a law or impair the authority of the Executive Board that does not change the objectionable feature of the law, makes a mockery of such laws and the authority derived from them, and encourages a violation of the laws and a defiance of authority. Therefore, it is hoped that in your deliberations in this convention, you will adopt only such laws as are representative of the sentiments and desires of the members you are pledged to represent.

We recommend the above as a guide to the future policy of the organization, and believe that by following these recommendations they will strengthen and bind us closer together

and go far towards eliminating those periods of strife which seem to be recurring more frequently and which if permitted to continue, will most certainly lead to the disentrainment of our organization.

We therefore commend the Executive Board for the action taken by them, to discipline those guilty of the deliberate violation of the wage agreements and laws governing the N. B. of O. P., and recommend that their actions be sustained.

We feel that the special wage conference held May 23 should be considered as a favorable settlement, not only from the advances secured, but from the fact that these were granted five months in advance of the regular conference, and from the spirit of harmony which seems to have been created between the manufacturers and our organization, and we would suggest that a special effort be made to readjust the poorer paid articles, and more especially those made by the casting process, we feel the present opportunity to secure this should be taken advantage of, and also as conditions are changing so quickly, that a greater amount of latitude be given the conferees to the regular conference, and some arrangement be made whereby, should the need arise, conferees may be called from time to time.

#### SANITARY CASTING.

Referring to sanitary casting, we would suggest that further vigorous efforts be made to organize this branch of the trade, but believing our National Officers to be in a better position to gain a general knowledge of conditions prevailing in the non-union shop, the possibility of organizing these people, and the most advantageous time for doing so, we would recommend that this be left in the hands of our executive officers for further action.

#### HOTEL CHINA WARE

We wish to call attention to the most excellent work of the special committee representing the different branches of the hotel china trade in securing a uniform wage scale for the china workers, and we feel this committee is entitled to the highest commendation for the persistent efforts in bringing about a settlement, which we believe will be of lasting benefit and a sound foundation upon which to build up this important branch of our industry.

#### PER CAPITA INCREASE

We believe that the recommendation of the Executive Board to increase the per capita tax five cents per member per month is necessary, therefore we ask that their recommendation be adopted, this to take effect as from July 1st, 1918.

#### GROG WARE.

While we regret that the attempt to organize the grog ware workers have failed as we feel that they should be organized both for their benefit and our own, yet we feel that everything possible has been done at the present time, and that the fail-

ure was the fault of the grog ware men in not availing themselves of the opportunities, yet we would strongly recommend that this matter be kept in mind, and if favorable opportunity presents itself that the Executive Board take it up, and use their best efforts to secure an organization and wage scale for this branch of the trade.

### CANADIAN SITUATION

We regret that the efforts to effect a settlement of the Canadian lock-out did not meet with the success anticipated.

But this committee have no hesitation in confirming the actions of our National Officers in their refusal to accept the terms offered by the Canadian manufacturers.

In view of the circumstances connected with this lock-out we find it impossible to offer any further recommendations and believe that future efforts towards terminating the dispute be left in the hands of our Executive Board.

### FUEL AND MATERIAL NECESSITIES

We feel that the members of our organization have shown their devotion to the cause of liberty and democracy, and have supported the government in every possible way in its efforts to successfully combat the enemies of our country, that we have and still are prepared to make greater sacrifices, still we believe that this convention should empower the National Executive Board to take whatever action they deem necessary to secure better consideration from our federal government for the supplying of coal and other material essential to the conducting of our industry, which is seriously menaced by the many restrictions placed upon the manufacturers in securing these commodities by the various government boards.

(Signed)

GEORGE SMITH, Chairman,  
JOHN E. WELCH,  
JOHN MCGILLIVRAY,  
JOHN HAND,  
JAMES LLOYD,  
PARKE ZENTZ,  
HARRY BATES,  
EARL E. CLARK,  
WM. T. SHENTON.

Motion by George Smith that the report be adopted as a whole.

Motion carried.

### REPORT OF COMMITTEE ON SANITARY PRICE LIST

#### RESOLUTION No. 86

By Local Union No. 63 (Saggermakers) Trenton, N. J.

Resolved, That all sanitary saggars be carried out at the expense of the firm after this agreement expires.

The committee recommended adoption.

On motion by S. M. Moore the committee's recommendation



was concurred in.

#### RESOLUTION No. 87

By Local Union No. 63 (Saggermakers) Trenton, N. J.

Whereas, We think it is an injustice for us to carry sand, which is no part of our work; therefore be it

Resolved, That the sand be delivered in sagger shops ready for use at the firm's expense.

The committee recommended adoption.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

#### RESOLUTION No. 40

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, We believe that mouldmaking in the sanitary trade is underpaid; therefore be it

Resolved, That mouldmakers' wages be increased to \$6.00 per day plus prevailing and subsequent raises, fifty hours to constitute a week's work.

The committee recommended rejection.

The committee's recommendation was concurred in.

#### RESOLUTION No. 100

By Local Union No. 79 (Sanitary, Mixed) Columbus, Ohio

Whereas, Sanitary mouldmakers, blocking and casing, being among the highest skilled mechanics, absorb more dangerous dust, heavy lifting, longer hours and hard labor, as any skilled branch of the sanitary trade, receive less pay for such skilled labor; therefore be it

Resolved, That sanitary mouldmakers receive a minimum wage of Five (\$5.00) Dollars per day, plus all raises since 1914.

The committee recommended rejection.

The convention concurred in the recommendation of the committee.

#### RESOLUTION No. 102

By Local Union No. 81 (Mouldmakers) Trenton, N. J.

Resolved, When it is necessary for mouldmakers to work Saturday afternoons or overtime they shall be paid time and half time for all overtime.

The committee recommended adoption.

On motion by S. M. Moore the recommendation of the committee was concurred in.

#### RESOLUTION No. 101

By Local Union No. 81 (Mouldmakers) Trenton, N. J.

Resolved, That sanitary mouldmakers shall receive \$6.00 per day and 50 hours to constitute a week's work.

The committee recommended adoption.

The committee's recommendation was concurred in.

## RESOLUTION No. 108

By Local Union No. 82 (Sanitary, Mixed) Chillicothe, Ohio

Whereas, The manufacturers have taken every unjust advantage possible of glost courts; therefore be it

Resolved, That the N. B. of O. P. entirely abolish glost courts.

The committee recommended adoption.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

## RESOLUTION No. 72

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That all lavatories, pedestals and drinking fountains shall be raised three cents each.

The committee recommended rejection.

The committee's recommendation was concurred in.

## RESOLUTION No. 73

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That all closets and tanks packed in slat boxes be raised one cent on each box.

The committee recommended rejection.

On motion by S. M. Moore the recommendation of the committee was concurred in.

## RESOLUTION No. 74

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Whereas, The sanitary packers are very poorly paid in comparison with other branches of the trade; therefore be it

Resolved, That all sanitary packers after the expiration of the present agreement receive five dollars (\$5.00) a day of eight hours.

The committee recommended rejection.

The committee's recommendation was concurred in.

## RESOLUTION No. 71

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That all straw packing shall be paid for as follows: Crates, 60c; demarare, 45c; sugar cask, 35c; soda, 30c; molasses, 35c; tierce, 25c;  $\frac{3}{4}$  tierce, 25c; barrel, 15c; boxes, 10c.

Car packing in straw—All closets, 2c; tank and cover,  $2\frac{1}{2}$ c; syphon urinal, 2c.

Nos. 1, 2 and 3 urinals each constitute one closet. Two basins constitute one closet.

Day wage—That day work shall be paid at the rate of \$4.50 per day and the day shall constitute eight hours, and that time and half time be paid for overtime and double time for

Sunday.

The committee recommended rejection of Resolution No. 71 and offered the following substitute:

Resolved, That day work packing be paid for at the rate of \$5.00 per day, eight hours to constitute a day's work with time and one-half for all overtime, and double time for Sunday.

On motion by S. M. Moore the recommendation of the committee was concurred in.

#### RESOLUTION No. 30

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, The responsibility for delivery of ware to kilns has grown more burdensome to the presser in that an effort is made to charge him for all loss sustained thereby; and

Whereas, The distance in larger shops is continually growing greater thus necessitating extra expense; therefore be it

Resolved, That the pressers' responsibility for delivery and loss cease at placing ware in shelves and firm to deliver same to kilns.

The committee recommended rejection.

The convention concurred in the committee's recommendation.

#### RESOLUTION No. 34

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, In many instances the presser is called upon or obliged to make sanitary ware day wage; and

Whereas, The present list price per day is insufficient to meet the necessary demands made upon him by the ever increasing cost of commodities; therefore be it

Resolved, That the future price for all sanitary pressers, day wage, be six dollars plus prevailing and subsequent raises.

The committee recommended rejection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 35

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Resolved, That kiln placing, unsettled or not provided for by agreement, be paid for at the rate of 75 cents per hour for journeymen kilnmen and 85 cents for setter out and apprentices in proportion.

The committee recommended the adoption of the following substitute for Resolution No. 35:

Resolved, That all day wage kiln placing be paid at the rate of 75 cents per hour for journeymen, and 93  $\frac{3}{4}$  cents per hour for setter-out. Apprentices to be paid in proportion; and be it further

Resolved, That this rate apply to all unsettled work at the Great Western Pottery, Kokomo, Ind., and all other unsettled kiln placing.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

## RESOLUTION No. 52

By Local Union No. 36 (Turners and Handlers) Trenton, N. J.

Whereas, There has been introduced in the sanitary turning trade an automatic machine for the turning of small handles; and

Whereas, This same machine method of turning is likely to displace some of our members in the turning of that class of work; therefore be it

Resolved, That where any of our members are thrown out of work on account of said machines they shall have the right and first preference of following said work to the machine; and be it further

Resolved, That in case of any manufacturer refusing to give the turner the right to follow his class of work to the machine the thrower or throwers making said class of work for the machines shall be ordered to stop making said work until the matter has been satisfactorily adjusted.

The committee recommended adoption with the last resolve stricken out.

On motion by S. M. Moore the committee's recommendation was concurred in.

## RESOLUTION No. 63

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, The present day wage rate of four dollars is by far too small an amount to enable us to live with any degree of respectability; therefore be it

Resolved, That we demand a day wage rate of six dollars, eight hours to constitute a day's work.

The committee recommended adoption with the words "plus prevailing and subsequent raises added."

The committee's recommendation was concurred in.

## RESOLUTION No. 65

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, It often happens that when a new piece is introduced into a shop and the question of price is disputed, the foreman arbitrarily pays a low price for protest money, and the maker is forced to accept same without having a voice in what protest price shall be; and

Whereas, We believe this is done to urge the maker to try to make more than a fair day's work so that a low price may be established for the same; therefore be it

Resolved, That in case of dispute of making price, the amount to be paid under protest shall be fixed by the shop committee and the foreman; and be it further

Resolved, That if after 30 days the shop committee and firm cannot come to an agreement it shall be referred to the standing committee. After it has been in the hands of the standing committee for 60 days and they cannot reach an agreement the maker shall not continue making same at protest price, but shall work day work, and price shall be \$6.00 per day, eight hours to constitute a day's work.

The committee recommended adoption with the words "price shall be \$6.00 per day, eight hours to constitute a day's work," stricken out.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion carried.

#### RESOLUTION No. 70

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That after the expiration of the present agreement all dry cuttings and scraps shall be removed from the presser's bench at the expense of the firm.

The committee recommended adoption.

The committee's recommendation was concurred in.

#### COMMITTEE ON LAVATORY ACCESSORIES.

Trenton, N. J., June 27, 1918.

To the Officers and Delegates of the Twenty-Eighth Annual Convention:

In accordance with the resolution passed at the 1917 convention to the effect that a committee of lavatory makers be appointed to gather statistics concerning lavatory over-flows, soaps, splashers, hoods and other accessories, and present their findings to the price list committee to the 1918 convention, we beg to report that such a committee was appointed by the First Vice President composed of the following members of Local No. 45: William Christian, Thomas Maddocks Sons Co.; Fred Bentley, Crescent Pottery; Bert Powers, Empire Pottery; Louis Fell and Anthony Coley, Sanitary Earthenware Specialty Co.; and Harry Brougham, Monument Pottery.

This committee organized April 1, 1918, and selected Fred Bentley, chairman, and Harry Brougham, secretary. After holding a number of meetings and gathering different specimens of lavatory accessories, we classified same, and beg to submit the following for consideration of the Sanitary Price List Committee:

Large Overflows on Lavatories such as Crane's Securo, Haynes, Jones, Cadbury direct lift, and similar size overflows to be 20c each.

Concealed Nozzle, on Lavatories, 20c each.

Bosses stuck on Cock Holes of Lavatories, 5c each.

Bosses stuck on Waste Hole of Lavatories, 10c each.

Overflow Pocket, Myer & Sniffen and similar styles stuck on Lavatories, 10c each.

Porcelain Supply & Mixing Chamber formed by depression in upper slab of Lavatory, 30c each.

Other style Porcelain Supply & Mixing Chamber shall pay extra according to amount of extra work involved.

Anti-Splash Rim, stuck on basin of Lavatory, 10c each.

Hooded Overflow on Lavatory, 10c each.

That the rule for determining the price of single slab lavatories, be extended to the small Ship and Marine Lavatories.

Yours fraternally,

HARRY BROUGHAM,  
Secretary.

FRED BENTLEY,  
Chairman.

The committee recommended the adoption of the following report of the committee on lavatory accessories.



On motion by S. M. Moore the committee's recommendation was concurred in.

#### RESOLUTION No. 103

By Local Union No. 82 (Sanitary, Mixed) Chillicothe, Ohio

Resolved, That the price of casted ware in the sanitary trade be increased 25 per cent.

The committee recommended rejection.

The convention concurred in the committee's recommendation.

#### RESOLUTION No. 99

By Local Union No. 77 (Sanitary, Mixed) Mannington, W. Va.

Whereas, On account of the increased cost of living; and

Whereas, The day's work of casting 10 is a harder and heavier day's work and more injurious to the health of the men; therefore be it

Resolved, That all low down tanks exceeding  $7\frac{1}{2}$  gallons be raised to 65c each; and be it further

Resolved, That nine tanks be the maximum for a day's work; and be it further

Resolved, That all low down tanks less than  $7\frac{1}{2}$  gallons be raised to 60c each and 10 tanks be the maximum for a day's work.

The committee recommended rejection.

On motion by S. M. Moore the recommendation of the committee was concurred in.

#### RESOLUTION No. 98

By Local Union No. 77 (Sanitary, Mixed) Mannington, W. Va.

Whereas, The casting of washdowns and No. 3 W. O. is a harder and heavier day's work and more injurious to the health of the men; and

Whereas, We believe the present price of 55c to be too small; and

Whereas, We believe the day's work of 10 pieces to be too many; therefore be it

Resolved, That all casted washdowns and No. 3 W. O. be raised to 75c each; and be it further

Resolved, That eight pieces be the maximum for any day's work.

The committee recommended rejection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 60

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That the price of casted tanks when cast in one piece shall be two-thirds ( $\frac{2}{3}$ ) of pressing price. When cast in two parts three-fourths ( $\frac{3}{4}$ ) of pressing price. Lavatories, washdowns, jets and other style closets the price shall be two-thirds ( $\frac{2}{3}$ ) of pressing price. Pedestals and all other

specialties shall be advanced twenty-five (25) per cent. It is understood that present pressing prices be taken as a basis for these demands.

The committee recommended the adoption with the part reading "when cast in two parts three-fourth ( $\frac{3}{4}$ ) of pressing price" stricken out.

The committee also recommended that eight pieces be the maximum day's work on tanks and closets.

Motion by S. M. Moore that we concur in the recommendations of the committee.

#### RESOLUTION No 118.

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal.

Whereas, The making price of urinals, No. 3's, and tall hoppers received no consideration at the 26th annual convention and believing that the above pieces are underpaid at the present making price; and

Whereas, The making price of Boston vents is considered very unsatisfactory and needs adjustment; therefore be it

Resolved, That the 28th Annual Convention devote special attention to urinals, No. 3's, and tall hoppers with intent of getting better prices for them; and be it further

Resolved, That the convention reopen the settlement on Boston vents.

The committee recommended the adoption of the following substitute for Resolution No. 118:

Resolved, That all hoppers be increased 10 per cent above the 1916 list.

On motion by S. M. Moore the recommendation of the committee was concurred in.

#### RESOLUTION No. 116

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal.

Whereas, The present agreement expiring as it does on the first day of November, which is the beginning of the dull season in the sanitary trade, places the trade at a disadvantage in making a satisfactory settlement; therefore be it

Resolved, That the 28th Annual Convention go on record as favoring our next agreement going into effect March 1, 1919.

The committee recommended rejection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 104

By Local Union No. 82 (Sanitary, Mixed) Chillicothe, Ohio

Resolved, That all pegs stuck on jiggered plug bowls be paid the same for as on pressed oval bowls.

The committee recommended adoption.

On motion by S. M. Moore the committee's recommendation was concurred in.

## RECOMMENDATION OF SANITARY PRICE LIST COMMITTEE

We recommend the endorsement of the propositions presented at special sanitary conference and not included in the regular program that pertain to the following prices:

No. 4 Washdown, \$1.15 each, with S. A. extended trap syphon-action Closets 10 cents extra. Basic price of regular Reverse Trap \$1.15 each. Reversed Trap, with jet and back supply, \$1.40 each.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

### RESOLUTION No. 33

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, The 22x22 slop sink is in our opinion an underpaid article; and

Whereas, The price paid is inadequate to meet demands incident to the high cost of living; therefore be it

Resolved, That an increase of 50 cents be added to the making price.

The committee recommended that the resolve be stricken out and the following inserted: "That the price be adjusted to conform with established prices."

On motion by S. M. Moore the committee's recommendation was adopted.

### RESOLUTION No. 28

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, The conditions in casting and pressing departments are continually growing worse; and

Whereas, The change in raw materials, firing and other conditions over which the presser has no control, have made the burden of loss almost intolerable; therefore be it

Resolved, That the N. B. of O. P. in convention assembled authorize and submit to a referendum vote of the trade the abolition of glost and bisque courts.

The committee recommended rejection.

The committee's recommendation was concurred in.

### RESOLUTION No. 32

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, The conditions in various shops entail hardships in the delivery of ware from the dipping room to kilnshed, because of unlevel floors, distance and other obstacles over which the workmen have no control; therefore be it

Resolved, That on and after the expiration of the present agreement the firm be required to deliver dipped ware to the glost kilnshed.

The committee recommended adoption.

On motion by S. M. Moore the committee's recommendation

was concurred in.

#### RESOLUTION No. 29

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, The ever-increasing cost of necessities has grown to such proportions that the wages now received by sanitary potters are inadequate to their demands; therefore be it

Resolved, That an increase of 25 per cent over the 1916 agreement be granted.

#### RESOLUTION No. 43

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, The present unusual condition has increased the cost of living from fifty to one hundred per cent; and

Whereas, All other classes of workmen have received increases accordingly; and

Whereas, The potters have received the paltry sum of 10 per cent increase; therefore be it

Resolved, That this coming convention make a general demand of 25 per cent increase.

#### RESOLUTION No. 51

By Local Union No. 36 (Turners and Handlers) Trenton, N. J.

Whereas, We, the sanitary specialty throwers and turners, feel justified in asking for an increase in wages; therefore be it

Resolved, That on the first full pay after October 1st, 1918, the wages of the sanitary throwers and turners shall be increased fifteen per cent (15%) over and above the rate of wages paid at the present time, this to apply to day wage and piece workers alike.

#### RESOLUTION No. 58

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That we demand of the sanitary manufacturers a twenty-five (25) per cent advance on all pressed ware.

#### RESOLUTION No. 76

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Whereas, The cost of living has increased so much since the last agreement; therefore be it

Resolved, That after the expiration of the present agreement all kilnmen's wages be increased 30 per cent.

#### RESOLUTION No. 77

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Resolved, That a general increase of 25 per cent be asked for making all sanitary ware.

## RESOLUTION No. 91

By Local Union No. 73 (Sanitary, Mixed) Cameron, W. Va.

Whereas, The manufacturers by granting an advance of 10 per cent have virtually acknowledged our right to a more substantial increase; therefore be it

Resolved, That we reaffirm our original demand for a 25 per cent horizontal increase the same to be a permanent increase.

## RESOLUTION No. 110.

By Local Union No. 85 (Sanitary, Mixed) Philadelphia, Pa.

Resolved, That all jiggered work in sanitary potteries be increased 15 per cent for jiggering and 15 per cent for sticking up.

## RESOLUTION No. 119

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal.

Whereas, The living cost has increased to such an extent that our present wage cannot meet it; therefore be it

Resolved, That the 28th Annual Convention demand an increase of 25 per cent for all trades covered by the agreement.

The committee recommended the adoption of the following substitute for Resolutions Nos. 29, 43, 51, 58, 76, 77, 91, 110 and 119:

We appreciate the fact that the horizontal increase anticipated by the sanitary trade through the action of the twenty-eighth annual convention has already been secured by special sanitary conference, and commend the executive board and conferees for accomplishing this at a date earlier than provided for in the agreement. As this policy, of holding a special conference, is in keeping with constantly changing conditions that from time to time will require a readjustment of wages, we recommend that the next conference make arrangements whereby it will be possible to meet in special conference to consider any general condition affecting the welfare of the men in the sanitary trade.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

## REPORT OF THE COMMITTEE ON HEALTH

We, your Health Committee, recommend that the asthma treatment be continued for another year.

Motion by George H. Cartlidge that the recommendation of the committee be concurred in.

Motion carried.



## RESOLUTION No. 56

By Local Union No. 44 (Generalware, Mixed) Sebring, Ohio.

Whereas, Our health inspector in the West has been a failure both in obeying the orders he received at the last convention and in looking after the health of the members of the N. B. of O. P. in the West; therefore be it

Resolved, That the N. B. of O. P. do away with the health inspector office or secure an inspector who will look out for the whole trade.

The committee recommended the adoption of the following substitute for Resolution No. 56:

Resolved, That the Health Inspector report in the western district by the middle of August, visit all outside shops and devote as much time as is necessary to get all bad conditions remedied.

On motion by George H. Cartlidge the committee's recommendation was concurred in.

## RESOLUTION No. 68

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, We believe a greater amount of good could be obtained for our members by having our health inspector controlled solely by the N. B. of O. P.; therefore be it

Resolved, That there shall be two (2) health inspectors, one (1) in the East and one (1) in the West, elected by the referendum, and whose salaries shall be paid solely by the N. B. of O. P.

The committee recommended rejection.

Motion by George H. Cartlidge that the recommendation of the committee be concurred in.

Motion carried.

The following delegates asked that their names be recorded as voting against adopting the committee's recommendation.

Bailey, Remele, Johnston, Brennen, McDevitt, Dennis, Martin, Bentley, Bates, Curran, Gratton, McCullough, DeBee, McPhail, Manson, Koenig (Henry), Goppert, Laughlin.

## RECOMMENDATIONS OF HEALTH COMMITTEE

Whereas, Inside toilets are a necessity for the health of the workers, and the manufacturing potters and N. B. of O. P. mutually agreed on their installation; be it

Resolved, That all potteries on or before October 31, 1918, shall have such toilets installed, and where this has not been complied with on or before that date the National Executive Board has power to call out the shop until this is put into effect.

Motion by George H. Cartlidge that we concur in the recommendation of the committee.

Motion carried.

## RESOLUTION No. 75

By Local Union No. 50 (Sanitary, Mixed) Camden, N. J.

Whereas, Some kilnsheds are in such bad condition that in

cold weather they are not safe for men to work in; therefore be it

Resolved, That after the expiration of the present agreement all kilnsheds be heated at a temperature of 55 degrees.

The committee recommended the adoption of the following substitute for Resolution No. 75:

Whereas, Some kilnsheds and workshops are in very bad working condition because of draughts, window frames being open, and in some kilnsheds the lighting of kilns fired with coal during working hours is a menace and detriment to the health of the men working there, and a number of the kilnsheds have no heat at all in winter; therefore be it

Resolved, That where these conditions exist steps shall be taken before cold weather to have all defective windows pointed or have storm windows installed, have all draughts eliminated, and have at least two large pot stoves to every kilncrew, where other means of heating are not available, and that coal fired kilns shall not be lighted before 4:30 p. m. if the men are at work and all roofs and floors be kept in good repair.

The committee's recommendation was concurred in.

#### RESOLUTION No. 152

By the Eastern Health Committee

We, the Eastern Health Committee, appeal to this convention for the reimbursement of money paid by them for the maintenance of Bro. Allen Walker, L. U. No. 45, in Glen Gardner sanatorium.

Bro. Allan Walker quit work in the pottery during the last Christmas holidays because of ill health and accepted an outside job in February; after working for three weeks, believing he could continue working he applied for an honorary membership card not knowing this would debar him from sanatorium treatment should he require it.

His health again gave way and his physician ordered him to take sanatorium treatment. The Health Committee sent him away agreeing to pay the bill and appeal to this convention for reimbursement.

#### HEALTH COMMITTEE'S RECOMMENDATION ON RESOLUTION No. 152

We, the Health Committee, recommend that the hospital bill of \$27.50 for Allen Walker be paid to the Eastern Health Committee.

Motion by George H. Cartlidge that we concur in the recommendation of the committee.

Motion carried.

#### RESOLUTION No. 147

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, There is a great deal of suffering and want among the dependants of our members suffering from tuberculosis, and in order to partly alleviate the same and to induce

members suffering from this disease to take treatment in the early stages; be it

Resolved, That all members receiving sanatorium treatment having dependants shall receive five dollars (\$5.00) per week as long as they are willing to continue receiving this treatment, and in order to finance this resolution; be it further

Resolved, The annual tuberculosis collection be converted into a fund to meet this expense and in the event of this collection not being sufficient to meet this, sufficient moneys shall be taken from the insurance fund to meet any deficit for this purpose; and be it further

Resolved, That all laws conflicting with this resolution are hereby declared null and void. This resolution to take effect September 1st, 1918.

The committee recommended the rejection of Resolution No. 147 and offered the following substitute:

While this committee are in sympathy with the object of the resolution we realize the uncertainty of the times on account of the war and the increase cost of sanatorium treatment would not warrant at this time to divert any moneys from this fund for any purpose whatever. And we would recommend the Health Committee, in both districts, take whatever steps are necessary to alleviate the suffering among the dependants of the afflicted, and this convention go on record as authorizing the Health Committee to raise money as they best can to meet this condition, and we request the assistance of the trade to that end.

Motion by George H. Cartlidge that we concur in the recommendation of the committee.

Motion lost.

Motion by T. B. Dennis that we adopt Resolution No. 147 as it reads.

Motion lost.

Motion by Harry Bates that we suspend the rules and remain in session.

Motion carried.

Motion by J. Vern Johnston that we pay the janitor \$15 for his services.

Motion carried.

## REPORT OF FINANCE COMMITTEE.

### RESOLUTION No. 151

By Local Union No. 104 (General Ware, Mixed, Falls Creek, Pa.

Resolved, That the second, third, fourth, fifth, sixth and seventh vice presidents receive \$25.00 per year for special services.

The committee recommended rejection.

Motion by A. T. C. Potts that the recommendation of the committee be concurred in.

Motion carried.

## REPORT OF COMMITTEE ON RESOLUTIONS

## RESOLUTION No. 154

By J. Vern Johnston

Whereas, Because of peril to our nation the government has asserted its right to take our sons and loved ones to fight for democracy and if need be, to die for their country's cause; and

Whereas. It is a well established fact that billions upon billions of profits are being piled up by the coal trust, steel trust, oil trust, beef trust and other trusts while our sons are dying in the trenches; and

Whereas, We do not believe this to be fair and just, placing property and income before human life as it does; therefore be it

Resolved, That we call upon the government to conscript 80 per cent of incomes over five thousand dollars, and 100 per cent of incomes over ten thousand dollars.

The committee referred Resolution No. 154 to the convention without recommendation.

The following substitute for Resolution No. 154 was offered by Will T. Blake:

Resolved, That this convention adopt the principle laid down by the last convention of the A. F. of L. in dealing with the question of large increases and profiteering.

Motion by Robert Rowland that the entire matter be referred to the Executive Board to take up both propositions, the one by J. Vern Johnston and the one by the last A. F. of L. convention.

Motion carried.

J. Vern Johnston was recorded as voting against the motion.

## REPORT OF THE COMMITTEE ON FINANCE

The committee recommended the payment of the following bills for mileage, etc.:

President Edward Menge .....	\$ 56.91
First Vice President F. H. Hutchins.....	44.23
Second Vice President Geo. Chadwick.....	119.68
Third Vice President Louis Driber.....	90.23
Fourth Vice President S. M. Moore.....	109.23
Fifth Vice President Geo. H. Cartlidge....	80.23
Sixth Vice President T. M. Woods.....	123.80
Seventh Vice President John Shingler.....	123.28
Secretary-Treasurer John T. Wood.....	70.20
Herald Manager Will T. Blake.....	59.26
Local Union	
No.	
4 Wm. H. Kinsey .....	26.28
John Welch .....	26.28
Homer Ruff .....	26.28
5 Leonard Clewlow .....	57.61
Herman Titzer .....	57.61

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7	Thomas Croxall	35.66
	James Hill	35.66
9	Matthew Curran	26.28
	Conrad Goodballet	26.28
	George Lane	26.28
	William McPhail	26.28
	Charles F. Podewels	26.28
	John Putnam	26.28
10	Alonzo Bowman	26.28
	Thomas Clapperton	26.28
	John McGillivray	26.28
11	William Schutte	9.49
12	Frank Gratton	26.28
	Louis DeBee	26.28
	John Laughlin	26.28
	Henry Konig	26.28
16	John Thompson	26.28
	James Manson	26.38
18	Thomas Hancock	26.28
20	David Collin	26.21
	James L. Walsh	26.21
22	George Goppert	26.28
24	John Hand	26.43
	William J. Gloss	26.43
25	Charles Fowler	26.28
	William H. Webb	26.28
26	Andrew McGown	46.78
29	Edward Reese	26.28
31	Enoch Faulkner	27.94
	Harry McNutt	27.94
	Patrick Reidy	27.94
33	Fred W. Thompson	26.88
35	Thomas Henry	5.23
	James T. Lloyd	5.23
	Anthony O'Toole	5.23
36	Edwin J. Whitehead	5.23
37	George Tyrell	5.23
40	Thomas Coley	5.23
	Robert Rowland	5.23
41	John J. Nolan	5.23
44	Parker Zentz	29.55
	Blanch Webster	29.55
	R. C. Larkins	29.55
	J. L. Sullivan	29.55
45	James Bailey	5.23
	Fred Bentley	5.23
	H. Bates	5.23
	T. B. Dennis	5.23
	J. Vern Johnston	5.23
	Robert Martin	5.23
	R. A. McDevitt	5.23
	A. T. C. Potts	5.23
	John Remele	5.23
	John Brennen	5.23
46	John J. Scholl	27.54
49	Thomas Haggerty	5.23
50	James McGowan	3.24



51	D. P. Cushine .....	25.74
53	Muriel Cartwright .....	26.28
	Dora Konig .....	26.28
54	James Winter .....	30.80
63	Thomas Kelley .....	5.23
72	John Newbeck .....	57.61
73	Thomas Smith .....	29.65
74	Carl Blasenhour .....	35.82
	James Streets .....	35.82
76	John Baker .....	24.83
77	A. Dunnigan .....	30.64
78	George Smith .....	31.75
79	George Rossier .....	34.99
81	W. G. Astbury .....	5.23
85	Rennie Archibald .....	3.62
86	Thomas Farrell .....	26.28
	Jake Smurthwaite .....	26.28
90	George Bell .....	29.50
91	Thomas H. Hibbett .....	5.23
95	Melvin Smith .....	26.28
97	Earl Clark .....	46.30
98	Lon Fash .....	31.10
100	George Sassman .....	21.44
103	John Brunt .....	41.94
104	Wm. Shenton .....	24.20
	Eastern G. W. S. Com., Joshua Delaney...	67.23
	West. G. W. S. Com., Frank McCullough..	99.53
	Health Inspector William Mushet .....	24.23
	William Young, hall rent, janitor service, ice water, etc. ....	110.60

Total expenses.....\$3,173.16

Motion by J. Vern Johnston that the bill be received and paid.

Motion carried.

### NOMINATION FOR CONVENTION CITY

According to an understanding reached before nominations were opened, a city for holding the 1919 convention must receive 25 votes to back up the nomination.

The following cities were named for nomination:

Atlantic City, Pittsburg and Buffalo.

Atlantic City being the only city receiving the required number of votes for nomination it was selected for holding the 1919 convention.

### INSTALLATION OF OFFICERS.

The newly elected officers were installed by the retiring Sixth Vice President, T. M. Woods.

There being no further business to come before the convention a motion was made to adjourn sine die.

The motion was put and carried and the 28th Annual Convention of the N. B. of O. P. was adjourned.

JOHN T. WOOD,

National Secretary-Treasurer.

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# Proceedings

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Twenty-Ninth Annual Convention of the  
National Brotherhood of Operative  
Potters.

Held At  
ATLANTIC CITY, N. J.  
July 1st to 10th, 1919



# PROCEEDINGS



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## TWENTY-NINTH ANNUAL CONVENTION OF THE NATIONAL BROTHERHOOD OF OPERATIVE POTTERS

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HELD AT  
ATLANTIC CITY, N. J.  
JULY 1ST TO 10TH, 1919



The Potters Herald Print



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P85

v. 29

27 Apr 21

27 Apr 21

Div. gift. v. 29. Cont.

27 Apr 21

# TWENTY-NINTH ANNUAL CONVENTION

*of the*

National Brotherhood of Operative Potters

## REPORT OF PROCEEDINGS

### MORNING SESSION

I. O. O. F. Hall, Atlantic City, N. J., July 1, 1919.

The Twenty-ninth Annual Convention of the National Brotherhood of Operative Potters was called to order at 10:15 a. m., with President Menge in the chair.

The first order of business was the reading of the report of the Committee on Credentials which had been previously appointed.

We, your Credential Clommittee, have examined the credentials and find the following officers and delegates entitled to seats in this convention:

President—Edward Menge.

First Vice President—F. H. Hutchins.

Second Vice President—Geo. Chadwick.

Third Vice President—Louis Driber.

Fourth Vice President—S. M. Moore.

Fifth Vice President—G. H. Cartlidge.

Sixth Vice President—T. M. Woods.

Seventh Vice President—John Shingler.

Secretary-Treasurer—John T. Wood.

Herald Manager—Will T. Blake.

Local Union No. 4—George Esenhuth, D. J. Morgan, Wm. Sheppard.

Local Union No. 5—M. L. Elliott, D. J. Melcher.

Local Union No. 6—George Bowman.

Local Union No. 7—Thomas Croxall, Ralph A. Wood.

Local Union No. 9—Wm. Cox, George Dawson, A. V. Gilbert, C. Goodballet, C. F. Podewels, J. W. Potts.

Local Union No. 10—J. McGillivray, Joseph McKenna, James Ward.

Local Union No. 11—C. Schreiner.

Local Union No. 12—John Grafton, G. A. Harrison, George Hughes, Charles Och.

Local Union No. 16—Dave Turner, Robert Welling.

Local Union No. 18—P. J. McKeone.

Local Union No. 20—R. E. Copeland, Jos. S. Gunkel.

Local Union No. 22—George Goppert.

Local Union No. 24—Frank Applegate, Harry Glover.

Local Union No. 25—Byron Foutts, John Gallimore.

Local Union No. 26—Rolla Whitney.

Local Union No. 29—Wm. Steele.

Local Union No. 30—Charles Poulton.

Local Union No. 31—Enoch Faulkner, Patrick Reidy,  
Charles Wile.

Local Union No. 35—A. Bennison, J. Caren, T. O'Brien.

Local Union No. 36—John Rowley.

Local Union No. 37—Wm. E. Young.

Local Union No. 40—Thos. Coley, Alex Young.

Local Union No. 41—John J. Nolan.

Local Union No. 42—A. V. Cline.

Local Union No. 44—R. C. Larkins, R. E. Smoyer, J. I.  
Sullivan, Parker Zentz.

Local Union No. 45—B. Ashman, James Bailey, H. Bates,  
Fred Bentley, John Brennen, T. B. Dennis, J. Longmuir, A. T.  
C. Potts, John Remele.

Local Union No. 49—Thomas Sweeney.

Local Union No. 50—James McGowan.

Local Union No. 51—Louis Duvall, H. Schussler.

Local Union No. 52—S. G. Schrencengost.

Local Union No. 53—Muriel Cartwright, Dora Konig,  
Kathryn Daly.

Local Union No. 54—H. E. Dupuy, John Liversage.

Local Union No. 59—Paul M. Gilbert, Leslie Hawk.

Local Union No. 63—Thos. G. Harney.

Local Union No. 66—John E. White.

Local Union No. 72—J. B. Juchert.

Local Union No. 73—T. H. Neal.

Local Union No. 74—Park C. Beatty, Harry Reed.

Local Union No. 75—James Marshall.

Local Union No. 76—John Madsen.

Local Union No. 78—George Smith.

Local Union No. 79—D. F. Bowers.

Local Union No. 80—Ellis Porter.

Local Union No. 81—W. G. Astbury.

Local Union No. 82—James Webber.

Local Union No. 85—Joseph Smith.

Local Union No. 86—J. B. Lynch, John O'Brien.

Local Union No. 91—Thos. H. Hibbett, Wm. Mitchell.

Local Union No. 83—Harvey M. Smith.

Local Union No. 94—Mrs. Mary Hanley, Mrs. Lida Smith.

Local Union No. 95—A. J. Wynn.

Local Union No. 97—John Brindley.

Local Union No. 98—Shel Johnson.

Local Union No. 99—Alvin Hartzell.

Local Union No. 103—Joseph Gibbons.

Local Union No. 104—Wm. Shenton.

Eastern Generalware Standing Committee—Robert Row-  
land.

Western Generalware Standing Committee—Geo. Smith.  
Health Inspector—William Mushet.

Signed,

A. T. C. POTTS,

A. V. GILBERT,

ALFRED HARRISON,

Committee on Credentials.

Motion by A. V. Gilbert that the report be received and the delegates seated.

Motion carried.

Appointments were then made as follows:

Assistant Secretary—Geo. Chadwick, Local Union No. 4.

Inspectors—William Cox, Local Union No. 9, and Enoch Faulkner, Local Union No. 31.

Guards—Kathryn Daly, Local Union No. 53, morning sessions, and Henry E. Dupuy, Local Union No. 54, afternoon sessions.

Committees were then announced as follows:

	L. U. No.
Committee on Appeals and Grievances—	
John Shingler, Chairman.....	4
D. J. Melcher.....	5
C. Schreiner .....	11
E. Ashman .....	45
H. Schussler .....	51
Kathryn Daly .....	53
John Madsen .....	76
Committee on Finance—	
A. T. C. Potts, Chairman.....	45
D. J. Morgan.....	4
A. V. Gilbert.....	9
G. A. Harrison.....	12
Thomas Coley .....	40
James Longmuir .....	45
John O'Brien .....	86
Committee on General Ware Price List—	
T. M. Woods, Chairman.....	44
William Sheppard .....	4
C. Goodballet .....	9
James Ward .....	10
John Grafton .....	12
Dave Turner .....	16
P. J. McKeone .....	18
George Goppert .....	22
Barney Foutts .....	25
William Steele .....	29
T. O'Brien .....	35
J. Rowley .....	36
William Young .....	37
Robert Rowland .....	40
Thomas Sweeney .....	48
Thos. G. Harney .....	63
J. B. Lynch .....	86
Thos. H. Hibbett .....	91
Lydia Smith .....	94
A. J. Wynn .....	95
George Smith .....	9

Committee on Health—

Geo. Cartlidge, Chairman.....	45
George Esenhuth .....	4

Chas. F. Podewells .....	9
George Hughes .....	12
R. E. Copeland .....	20
Frank Applegate .....	24
J. Caren .....	35
William Mushet .....	45
H. E. Dupuy .....	54
Paul M. Gilbert ...	59
John B. Juchert .....	72

#### Committee on Law—

Geo. Chadwick, Chairman .....	4
Thomas Croxall .....	7
J. W. Potts .....	9
J. McGillivary .....	10
Joseph S. Gunkel .....	20
Charles Poulton .....	30
Patrick Reidy .....	31
Thomas B. Dennis .....	45
John Brindley .....	97
Shel. Johnson .....	98

#### Committee on Officers' Report—

George Smith, Chairman.....	78
Harry Glover .....	24
A. Bennison .....	35
A. V. Cline .....	42
R. C. Larkins .....	44
Harry Bates .....	45
S. G. Schrecengost .....	52
Leslie Hawk .....	59
Park C. Beatty .....	74
Ellis Porter .....	80
Alvin Hartzel .....	99
W. T. Shenton .....	104

#### Committee on Rules—

John Shingler, Chairman.....	4
William Cox .....	9
Enoch Faulkner .....	31
Parker Zentz .....	44
Dora Konig .....	53
Mary Hanley .....	94

#### Committee on Resolutions—

Will T. Blake, Chairman.....	10
George Dawson .....	9
Charles Och .....	12
Alex Young .....	40
John Remele .....	45
Louis Duvall .....	51
John Liversage .....	54
John E. White .....	66
Harry Reed .....	74

## Committee on State of Order—

Louis Driber, Chairman .....	35
M. L. Elliott .....	5
George Bowman .....	6
Joseph McKenna .....	10
Robert Welling .....	16
John Gallimore .....	25
Charles Wile .....	31
R. E. Smoyer .....	44
John Brennen .....	45
Muriel Cartwright .....	53
James Marshall .....	75
William Mitchell .....	91
Joseph Gibbons .....	103

## Committee on Sanitary Price List—

S. M. Moore, Chairman.....	45
Ralph A. Wood.....	7
Rolla Whitney .....	26
John J. Nolan.....	41
Fred Bentley .....	45
James Bailey .....	45
James McGowan .....	50
Thos. Neal .....	73
D. F. Bowers .....	79
W. G. Astbury.....	81
Joseph Smith .....	85
Harvey M. Smith.....	93

## Press Committee—

W. T. Blake.....	10
F. H. Hutchins .....	45

The resolutions in the printed program were referred to the different committees, as follows:

Resolution No. 1, by Local Union No. 4, was referred to the Committee on General Ware Price List.

Resolution No. 2, by Local Union No. 4, was referred to the Committee on General Ware Price List.

Resolution No. 3, by Local Union No. 4, was referred to the Committee on General Ware Price List.

Resolution No. 4, by Local Union No. 4, was referred to the Committee on General Ware Price List.

Resolution No. 5, by Local Union No. 4, was referred to the Committee on General Ware Price List.

Resolution No. 6, by Local Union No. 4, was referred to the Committee on Law.

Resolution No. 7, by Local Union No. 4, was referred to the Committee on General Ware Price List.

Resolution No. 8, by Local Union No. 4, was referred to the Committee on General Ware Price List.



Resolution No. 9, by Local Union No. 4, was referred to the Committee on General Ware Price List.

Resolution No. 10, by Local Union No. 5, was referred to the Committee on General Ware Price List.

Resolution No. 11, by Local Union No. 5, was referred to the Committee on General Ware Price List.

Resolution No. 12, by Local Union No. 6, was referred to the Committee on General Ware Price List.

Resolution No. 13, by Local Union No. 6, was referred to the Committee on General Ware Price List.

Resolution No. 14, by Local Union No. 6, was referred to the Committee on General Ware Price List.

Resolution No. 15, by Local Union No. 6, was referred to the Committee on General Ware Price List.

Resolution No. 16, by Local Union No. 6, was referred to the Committee on General Ware Price List.

Resolution No. 17, by Local Union No. 6, was referred to the Committee on General Ware Price List.

Resolution No. 18, by Local Union No. 7, was referred to the Committee on Finance.

Resolution No. 19, by Local Union No. 7, was referred to the Committee on Law.

Resolution No. 20, by Local Union No. 9, was referred to the Committee on General Ware Price List.

Resolution No. 21, by Local Union No. 9, was referred to the Committee on General Ware Price List.

Resolution No. 22, by Local Union No. 9, was referred to the Committee on General Ware Price List.

Resolution No. 23, by Local Union No. 10, was referred to the Committee on General Ware Price List.

Resolution No. 24, by Local Union No. 10, was referred to the Committee on General Ware Price List.

Resolution No. 25, by Local Union No. 10, was referred to the Committee on General Ware Price List.

Resolution No. 26, by Local Union No. 10, was referred to the Committee on General Ware Price List.

Resolution No. 27, by Local Union No. 10, was referred to the Committee on General Ware Price List.

Resolution No. 28, by Local Union No. 10, was referred to the Committee on General Ware Price List.

Resolution No. 29, by Local Union No. 12, was referred to the Committee on General Ware Price List.

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Resolution No. 20, by Local Union No. 16, was referred to the Committee on General Ware Price List.

Resolution No. 31, by Local Union No. 16, was referred to the Committee on General Ware Price List.

Resolution No. 32, by Local Union No. 16, was referred to the Committee on General Ware Price List.

Resolution No. 33, by Local Union No. 16, was referred to Committee on Law.

Resolution No. 34, by Local Union No. 18, was referred to the Committee on General Ware Price List.

Resolution No. 35, by Local Union No. 18, was referred to the Committee on General Ware Price List.

Resolution No. 36, by Local Union No. 18, was referred to the Committee on General Ware Price List.

Resolution No. 37, by Local Union No. 18, was referred to the Committee on General Ware Price List.

Resolution No. 38, by Local Union No. 22, was referred to the Committee on General Ware Price List.

Resolution No. 39, by Local Union No. 22, was referred to the Committee on General Ware Price List.

Resolution No. 40, by Local Union No. 22, was referred to the Committee on General Ware Price List.

Resolution No. 41, by Local Union No. 22, was referred to the Committee on General Ware Price List.

Resolution No. 42, by Local Union No. 22, was referred to the Committee on Law.

Resolution No. 43, by Local Union No. 22, was referred to the Committee on Health.

Resolution No. 44, by Local Union No. 24, was referred to the Committee on Finance.

Resolution No. 45, by Local Union No. 24, was referred to the Committee on General Ware Price List.

Resolution No. 46, by Local Union No. 24, was referred to the Committee on General Ware Price List.

Resolution No. 47, by Local Union No. 24, was referred to the Committee on General Ware Price List.

Resolution No. 48, by Local Union No. 24, was referred to the Committee on General Ware Price List.

Resolution No. 49, by Local Union No. 24, was referred to the Committee on General Ware Price List.

Resolution No. 50, by Local Union No. 24, was referred to the Committee on Finance.

Resolution No. 51, by Local Union No. 24, was referred to the Committee on General Ware Price List.

Resolution No. 52-A, by Local Union No. 24, was referred to the Committee on General Ware Price List.

Resolution No. 53-A, by Local Union No. 24, was referred to the Committee on General Ware Price List.

Resolution No. 52-B, by Local Union No. 25, was referred to the Committee on General Ware Price List.

Resolution No. 53-B, by Local Union No. 25, was referred to the Committee on General Ware Price List.

Resolution No. 54, by Local Union No. 25, was referred to the Committee on General Ware Price List.

Resolution No. 55, by Local Union No. 26, was referred to the Committee on Health.

Resolution No. 56, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 57, by Local Union No. 26, was referred to the Committee on Law.

Resolution No. 58, by Local Union No. 26, was referred to the Committee on Law.

Resolution No. 59, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 60, by Local Union No. 26, was referred to the Committee on State of Order.

Resolution No. 61, by Local Union No. 29, was referred to the Committee on General Ware Price List.

Resolution No. 62, by Local Union No. 29, was referred to the Committee on General Ware Price List.

Resolution No. 63, by Local Union No. 29, was referred to the Committee on General Ware Price List.

Resolution No. 64, by Local Union No. 31, was referred to the Committee on Law.

Resolution No. 65, by Local Union No. 31, was referred to the Committee on General Ware Price List.

Resolution No. 66, by Local Union No. 31, was referred to the Committee on General Ware Price List.

Resolution No. 67, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 68, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 69, by Local Union No. 36, was referred to the Committee on General Ware Price List.

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Resolution No. 70, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 71, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 72, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 73, by Local Union No. 37, was referred to the Committee on General Ware Price List.

Resolution No. 74, by Local Union No. 37, was referred to the Committee on Law.

Resolution No. 75, by Local Union No. 37, was referred to the Committee on General Ware Price List.

Resolution No. 76, by Local Union No. 37, was referred to the Committee on General Ware Price List.

Resolution No. 78, by Local Union No. 37, was referred to the Committee on Law.

Resolution No. 79, by Local Union No. 37, was referred to the Committee on Law.

Resolution No. 80, by Local Union No. 40, was referred to the Committee on General Ware Price List.

Resolution No. 81, by Local Union No. 40, was referred to the Committee on General Ware Price List.

Resolution No. 82, by Local Union No. 40, was referred to the Committee on General Ware Price List.

Resolution No. 83, by Local Union No. 40, was referred to the Committee on General Ware Price List.

Resolution No. 84, by Local Union No. 40, was referred to the Committee on General Ware Price List.

Resolution No. 85, by Local Union No. 40, was referred to the Committee on General Ware Price List.

Resolution No. 86, by Local Union No. 40, was referred to the Committee on General Ware Price List.

Resolution No. 87, by Local Union No. 40, was referred to the Committee on General Ware Price List.

Resolution No. 88, by Local Union No. 40, was referred to the Committee on General Ware Price List.

Resolution No. 89, by Local Union No. 40, was referred to the Committee on General Ware Price List.

Resolution No. 90, by Local Union No. 40, was referred to the Committee on General Ware Price List.

Resolution No. 91, by Local Union No. 40, was referred to the Committee on General Ware Price List.

Resolution No. 92, by Local Union No. 40, was referred to the Committee on General Ware Price List.

Resolution No. 93, by Local Union No. 42, was referred to the Committee on General Ware Price List.

Resolution No. 94, by Local Union No. 44, was referred to the Committee on Law.

Resolution No. 95, by Local Union No. 44, was referred to the Committee on General Ware Price List.

Resolution No. 96, by Local Union No. 44, was referred to the Committee on General Ware Price List.

Resolution No. 97, by Local Union No. 44, was referred to the Committee on General Ware Price List.

Resolution No. 98, by Local Union No. 44, was referred to the Committee on General Ware Price List.

Resolution No. 99, by Local Union No. 44, was referred to the Committee on General Ware Price List.

Resolution No. 100, by Local Union No. 44, was referred to the Committee on General Ware Price List.

Resolution No. 101, by Local Union No. 44, was referred to the Committee on General Ware Price List.

Resolution No. 102, by Local Union No. 45, was referred to the Committee on Law.

Resolution No. 103, by Local Union No. 45, was referred to the Committee on (General) Sanitary Price List.

Resolution No. 104, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 105, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 106, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 107, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 108, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 109, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 110, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 111, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 112, by Local Union No. 53, was referred to the Committee on State of Order.



Resolution No. 113, by Local Union No. 53, was referred to the Committee on State of Order.

Resolution No. 114, by Local Union No. 54, was referred to the Committee on General Ware Price List.

Resolution No. 115, by Local Union No. 54, was referred to the Committee on General Ware Price List.

Resolution No. 116, by Local Union No. 59, was referred to the Committee on Law.

Resolution No. 117, by Local Union No. 59, was referred to the Committee on Law.

Resolution No. 118, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 119, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 120, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 121, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 122, by Local Union No. 59, was referred to the Committee on Law.

Resolution No. 123, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 124, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 125, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 126, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 127, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 128, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 129, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 130, by Local Union No. 59, was referred to the Committee on Law.

Resolution No. 131, by Local Union No. 59, was referred to the Committee on Law.

Resolution No. 132, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 133, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 134, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 135, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 136, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 137, by Local Union No. 59, was referred to the Committee on Health.

Resolution No. 138, by Local Union No. 66, was referred to the Committee on General Ware Price List.

Resolution No. 139, by Local Union No. 66, was referred to the Committee on General Ware Price List.

Resolution No. 140, by Local Union No. 71, was referred to the Committee on General Ware Price List.

Resolution No. 141, by Local Union No. 72, was referred to the Committee on Sanitary Price List.

Resolution No. 142, by Local Union No. 74, was referred to the Committee on General Ware Price List.

Resolution No. 143, by Local Union No. 74, was referred to the Committee on General Ware Price List.

Resolution No. 144, by Local Union No. 74, was referred to the Committee on General Ware Price List.

Resolution No. 145, by Local Union No. 74, was referred to the Committee on General Ware Price List.

Resolution No. 146, by Local Union No. 74, was referred to the Committee on General Ware Price List.

Resolution No. 147, by Local Union No. 74, was referred to the Committee on General Ware Price List.

Resolution No. 148, by Local Union No. 74, was referred to the Committee on General Ware Price List.

Resolution No. 149, by Local Union No. 76, was referred to the Committee on General Ware Price List.

Resolution No. 150, by Local Union No. 76, was referred to the Committee on General Ware Price List.

Resolution No. 151, by Local Union No. 76, was referred to the Committee on General Ware Price List.

Resolution No. 152, by Local Union No. 76, was referred to the Committee on General Ware Price List.

Resolution No. 153, by Local Union No. 76, was referred to the Committee on General Ware Price List.

Resolution No. 154, by Local Union No. 76, was referred to the Committee on State of Order.

Resolution No. 155, by Local Union No. 79, was referred to the Committee on Sanitary Price List.

Resolution No. 156, by Local Union No. 79, was referred to the Committee on Sanitary Price List.

Resolution No. 157, by Local Union No. 79, was referred to the Committee on Law.

Resolution No. 158, by Local Union No. 81, was referred to the Committee on General Ware Price List.

Resolution No. 159, by Local Union No. 81, was referred to the Committee on General Ware Price List.

Resolution No. 160, by Local Union No. 83, was referred to the Committee on Sanitary Price List.

Resolution No. 161, by Local Union No. 83, was referred to the Committee on Sanitary Price List.

Resolution No. 162, by Local Union No. 86, was referred to the Committee on General Ware Price List.

Resolution No. 163, by Local Union No. 86, was referred to the Committee on General Ware Price List.

Resolution No. 164, by Local Union No. 86, was referred to the Committee on General Ware Price List.

Resolution No. 165, by Local Union No. 86, was referred to the Committee on General Ware Price List.

Resolution No. 166, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 167, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 168, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 169, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 170, by Local Union No. 89, was referred to the Committee on Health.

Resolution No. 171, by Local Union No. 89, was referred to the Committee on Law.

Resolution No. 172, by Local Union No. 91, was referred to the Committee on Law.

Resolution No. 173, by Local Union No. 91, was referred to the Committee on General Ware Price List.

Resolution No. 174, by Local Union No. 91, was referred to the Committee on Law.

Resolution No. 175, by Local Union No. 91, was referred to the Committee on Law.

Resolution No. 176, by Local Union No. 91, was referred to the Committee on Law.

Resolution No. 177, by Local Union No. 95, was referred to the Committee on General Ware Price List.

Resolution No. 178, by Local Union No. 95, was referred to the Committee on General Ware Price List.

Resolution No. 179, by Local Union No. 95, was referred to the Committee on General Ware Price List.

Resolution No. 180, by Local Union No. 99, was referred to the Committee on General Ware Price List.

Resolution No. 181, by Local Union No. 99, was referred to the Committee on General Ware Price List.

Resolution No. 182, by Local Union No. 99, was referred to the Committee on General Ware Price List.

Badges were then passed out to the delegates.

On motion by Kathryn Daly the reading of the Executive Board's report was laid over until the afternoon session.

Announcements were then made by the chairmen of the different committees and on motion by William Shenton the convention adjourned to meet at 2:30 P. M.

## Tuesday, July First

### AFTERNOON SESSION

The convention was called to order by President Menge at 2:30 P. M.

On motion by S. M. Moore the reading of the minutes of the morning session was dispensed with.

#### REPORT OF COMMITTEE ON RULES

The Committee on Rules beg leave to submit and recommend the following rules and recommendations to govern the 1919 convention:

Rule No. 1. That two sessions be held daily except July Fourth and Saturdays. The first session to be from 9:30 A. M. to 12 M., the second session to be from 2:30 P. M. to 5 P. M., Saturday sessions to be from 9:30 A. M. to 12 M.

Rule No. 2. That smoking shall be permitted during the sessions of the convention.

Rule No. 3. That no resolution shall be accepted for consideration after the close of Thursday afternoon's session except by a two-thirds vote of the convention.

Rule No. 4. Each delegate present shall vote individually on all questions.

Rule No. 5. Any delegate retiring before 10:30 A. M. or 3:30 P. M. without a reasonable excuse shall be marked absent.

Rule No. 6. Each delegate shall have a representative badge to wear in sight, such badges shall be furnished by the National Brotherhood of Operative Potters free of cost to the delegates and shall remain the property of the National Brotherhood of Operative Potters until the convention adjourns, and any delegate attending a session without his badge, unless a reasonable excuse is offered, shall be fined one dollar.

Rule No. 7. That the visiting members be admitted to the rear of the hall but must not mingle with the delegates while the convention is in session.

Rule No. 8. That no information of the proceedings of the convention be furnished to the press except by the Press Committee.

Rule No. 9. That no delegate be allowed to speak more than ten minutes on any one question unless by permission of the convention.



Rule No. 10. It is the opinion of the Committee that the President see that Section No. 15 of the Rules and Regulations is enforced during this convention.

Motion by John Shingler that the report of the committee be adopted.

Motion carried.


The Financial Reports of the National Officers and the Executive Board's Reports were passed out to the delegates by the inspectors.

First Vice President Frank H. Hutchins was called to the chair and the report of the National Auditing Committee, summary of the N. B. of O. P. funds, Health Inspector and the Executive Board were read by President Menge and referred to the Committee on Officers Reports.

Announcements were then made by the chairmen of the different committees after which the convention adjourned until Wednesday morning at 9:30.

UNIVERSITY OF ILLINOIS

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## Wednesday, July Second

### MORNING SESSION

The convention was called to order by President Menge at 9:45 o'clock.

The minutes of the previous session were read and approved.

#### REPORT OF COMMITTEE ON SANITARY PRICE LIST

##### RESOLUTION No. 166.

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal-

Whereas, In general, the potters, as a whole, are the most unsteady workers, potteries being closed down weeks and weeks at a time and months and months men only working three or four days a week; and

Whereas, There seems to be a continual overproduction in our trade, and that at present, the remedy is to cut down the output; therefore be it

Resolved, That the N. B. of O. P. establishes the six hour day's work and instruct the executive board to rearrange the working rules in the different branches of the trade, without any lowering in wages.

The committee recommended rejection.

On motion by S. M. Moore the recommendation of the committee was concurred in.

##### RESOLUTION No. 141.

By Local Union No. 72 (Sanitary, Mixed) Evansville, Ind.

Whereas, The present price of 12 per cent added on the jiggering price for pressing round basins is entirely insufficient, as it is impossible for a presser to make a day's wages at this price; therefore be it

Resolved, That the presser shall receive 50 per cent on jiggering price.

The committee recommended rejection as the matter is in the hands of a special committee.

The recommendation of the committee was concurred in.

##### RESOLUTION No. 169.

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal-

Resolved, That to work Saturday afternoon be considered as over time work and be paid time and a half.

The committee recommended that Resolution No. 169 be laid over until the 1920 convention.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Amendment by F. H. Hutchins that the resolution be referred back to L. U. No. 89.

The amendment carried.

## REPORT OF COMMITTEE ON LAW.

### RESOLUTION No. 74.

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Resolved, That when the delegate to the A. F. of L. convention is to be elected from the East that our First Vice President, by virtue of his office, represent the N. B. of O. P. at the A. F. of L. convention; and be it further

Resolved, That the present law be amended to read that the President and First Vice President shall alternate, and when a delegate is to be elected from the West the President, by virtue of his office, shall represent the N. B. of O. P.; and when a delegate is to be elected from the East the First Vice President, by virtue of his office, shall represent the N. B. of O. P. at the A. F. of L. convention; and be it further

Resolved, That all laws conflicting with this resolution be repealed.

The committee recommended rejection.

On motion by George Chadwick the recommendation of the committee was concurred in.

### RESOLUTION No. 79.

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Resolved, That when any local having a dispute or protest, or grievance, or the settlement of new articles, or new designs up before the standing committee, and the said local has no member on the standing committee, that the local having this dispute, or protest, or grievance shall have the power to appoint a member of said local to sit with the standing committee until all disputes and protests and prices have been settled; and be it further

Resolved, That the member that has been appointed to sit with the standing committee receive the same compensation as the regular standing committee.

The committee recommended rejection.

The committee's recommendation was concurred in.

Motion by T. M. Woods that the convention adjourn until 2:30 P. M. to give the committees an opportunity to work. Announcements were made by the chairmen of the different committees after which the motion to adjourn was put and carried.

## Wednesday, July Second

### AFTERNOON SESSION

The convention was called to order at 2:45 with President Menge in the chair.

The minutes of the previous session were read and approved.

President Menge announced that Bro. Jeff Davis, president of the Hoboes of America, was present and desired to address the delegates.

Motion by Louis Driber that Bro. Davis be granted the privilege of the floor.

**Motion carried.**

Bro. Jeff Davis, known as the King of Hoboes Union of America, was given permission to address the delegates and in a short address outlined the objects of the organization which he has the honor to represent.

Communication from William Wilson, Secretary Local Union No. 96, Perth Amboy, N. J.:

Perth Amboy, N. J., June 16th, 1919.

Mr. Edward Menge.

Dear Sir and Bro.:

At our regular meeting a motion was made and carried unanimous that we send a delegate to convention for one day providing he can have the floor for about fifteen minutes to address the officers and delegates on matters very important to Local 96. If you can grant request you might advise me by return mail and give me what date and time you would grant him the floor. Hoping to hear from you, I remain,

Yours fraternally,

(Signed)

WILLIAM WILSON.

Motion by Dan Bowers that the delegate from Perth Amboy be granted the privilege of the floor as requested in the communication.

**Motion carried.**

### REPORT OF FINANCE COMMITTEE

#### RESOLUTION No. 48.

By Local Union No. 24 (General Ware, Mixed) Wellsville, Ohio

Resolved, That the National Brotherhood of Operative Potters pay all sick members, that furnish a doctor's certificate, the sum of five dollars per week, for every week they are sick, after the first week.

The committee recommended rejection.

Motion by A. T. C. Potts that the recommendation of the committee be concurred in.

**Motion carried.**

## RESOLUTION No. 50.

By Local Union No. 24 (General Ware, Mixed) Wellsville, Ohio

Resolved, That the dues be raised fifteen cents per month, the fifteen cents to go to the national head for the maintenance of the sick and death insurance.

The committee recommended rejection.

On motion the recommendation of the committee was concurred in.

## REPORT OF GENERAL WARE PRICE LIST COMMITTEE

## RESOLUTION No. 4.

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Whereas, There are clay workers working in our shops who work from ten to fourteen hours a day; and

Whereas, You will find clay workers working between the hours of 4 a. m. and 8 p. m.; and

Whereas, We consider that this is not only injurious to their health but a detriment to the trade at large; therefore be it

Resolved, That we adopt the rule that no clay workers shall perform any work before 7 a. m. nor after 5 p. m.; and be it further

Resolved, That we ask the cooperation of the manufacturers association to enforce this rule.

The committee recommended adoption.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

## RESOLUTION No. 20, AS AMENDED

By Local Union No. 9 (Kilnmen) East Liverpool, Ohio.

Whereas, We feel that the present system of cubic measurement is wrong and that a day wage system for that work should be had; therefore be it

Resolved, That seven hours and a half (7½ hrs.) shall constitute a day's work, at the rate of one dollar an hour; be it further

Resolved, That we start work at 7:00 a. m., quit at 9:30 a. m. for lunch, start at 10:00 a. m., work until 12:00 o'clock; start again at 1:00 p. m. and quite at 4:00 o'clock.

The committee recommended adoption of Resolution No. 20 with the following amendment:

Resolved, That the bench boss must be a kilnhand and a member of the N. B. of O. P., and that he be paid at the rate of 12½ cents per hour extra; be it further

Resolved, That when required to work overtime the rate of pay shall be time and one-half; and be it further

Resolved, That the rate for apprentices shall be as follows:

First six months, 50 cents per hour; second six months, 70 cents per hour; second year, 90 cents per hour; third year, \$1.00 per hour.

On motion by T. M. Woods the recommendation of the committee was concurred in.



## RESOLUTION No. 52 B

By Local Union No. 25 (Packers) East Liverpool, Ohio.

Resolved, That all piece work packing shall be abolished and eight hours shall constitute a day's work at the rate of \$7.00 a day.

## RESOLUTION No. 54.

By Local Union No. 25 (Packers) East Liverpool, Ohio.

Resolved, That we get time and one-half for over time and double time for Sundays and holidays.

The committee recommended the adoption of Resolutions 52B and 54 as one resolution.

The committee's recommendation was adopted.

The Committee on General Ware Price List recommended that Resolutions Nos. 2, 10, 16, 86 and 91 be referred to the Committee on Law, and also recommended that the Law Committee bring in a recommendation to the convention covering the apprentice question in all branches of the trade.

On motion by T. M. Woods the recommendation of the General Price List Committee was concurred in and the resolutions were referred to the Committee on Law.

## REPORT OF COMMITTEE ON LAW

## RESOLUTION No. 116.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, The system of finding out the result of each local's vote on all national officers and salary increases is very inadequate; therefore be it

Resolved, That the correct vote of each local union be published in the Potters Herald within fifteen days after tabulation.

The committee recommended rejection.

Motion by T. B. Dennis that the committee's recommendation be adopted.

Motion carried.

## RESOLUTION No. 131.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, Many union kiln drawers have returned from war and there is partiality shown in employing kilndrawers; therefore be it

Resolved, That union kilndrawers be given the preference over non-union men whenever one can be secured.

The committee recommended adoption.

On motion the recommendation of the committee was concurred in.

## RESOLUTION No. 172.

By Local Union No. 91 (Decorators) Trenton, N. J.

Whereas, There are many members of the N. B. of O. P. who are employed by firms who are not members of the Manufacturing Potters' Association; and

Whereas, In times of settlement of questions between the N. B. of O. P. and the manufacturers these firms make the claim that not being a member of the Manufacturing Potters' Association they are not a party to the agreement; and

Whereas, We believe that even individual members of the N. B. of O. P. working at such a shop should be protected; therefore be it

Resolved, That our national officers use their best efforts to secure agreements with all firms who are not members of the Manufacturing Potters' Association, so that all members of the N. B. of O. P. will be equally benefited and protected; and be it further

Resolved, That as this is an important question to many individual members of the N. B. of O. P., it be given early attention.

The committee recommended adoption.

Motion by T. B. Dennis that we concur in the recommendation of the committee.

Motion carried.

NOTE—The action on Resolution No. 172 was reconsidered at the Wednesday afternoon session, July 9th, and the resolution rejected.

## RESOLUTION No. 171.

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal-

Resolved, That any member of the A. F. of L. shall be accepted as a member of the N. B. of O. P. without having to pay initiation fee, and that our delegates to the A. F. of L. convention be instructed to introduce a resolution to that body calling for similar action on the part of all other national organizations.

The committee recommended rejection.

The committee's recommendation was adopted.

## RESOLUTION No. 175

By Local Union No. 91 (Decorators) Trenton, N. J.

The committee recommended adoption as amended.

Motion by T. B. Dennis that we adopt the recommendation of the committee.

Motion by Kathryn Daly that the whole question be tabled.

The motion to table lost by a vote of 62 to 35.

Motion by John Brennen that Resolution No. 175 be referred back to the Committee on Law.

The motion to refer back carried.

(For further action on Resolution No. 175 see minutes Monday morning, July 7th.)

## RESOLUTION No. 176.

By Local Union No. 91 (Decorators) Trenton, N. J.

Whereas, The \$25.00 reinstatement fee is so high that it is detrimental to the best interests of the N. B. of O. P.; therefore be it

Resolved, That the present law of \$25.00 fee for reinstatement be repealed.

The committee recommended rejection.

On motion the recommendation of the committee was concurred in.

## RESOLUTION No. 130.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, There are many settlements made which are not satisfactory through lack of proper knowledge by parties who do not work at the branch of the trade where the dispute arises; therefore be it

Resolved, That each branch of the trade settle their own disputes, both local and national.

The committee recommended rejection.

On motion the committee's recommendation was concurred in.

## RESOLUTION No. 117.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, The present system of settling the demands of the workingmen and women of the various branches of the pottery trade is unjust and a one-sided affair; therefore be it

Resolved, That the recall be added to the constitution and hereafter be known as the initiative, referendum and recall and give all members in good standing a voice for his or her rights.

The committee recommended rejection.

The committee's recommendation was adopted.

## RESOLUTION No. 57.

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, Members of organized labor not only are called upon to furnish men but also to furnish part of the funds to support the United States government in such catastrophies as the recent war; and

Whereas, There are other organizations such as the Y. M. C. A., etc., outside of the ranks of labor who get the credit for the things that labor itself does; and

Whereas, Sometimes on account of the funds being handled by such organizations, there is a good deal of the money that never reaches the cause for which it is raised; therefore be it

Resolved, That in all future like circumstances the funds be handled through our own organization and the A. F. of L.

The committee recommended rejection.

The recommendation of the committee was concurred in.

Resolutions which had been presented at previous sessions were read and referred to the different committees as follows:

Resolution No. 183, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 184, by Local Union No. 35, was referred to the Committee on Law.

Resolution No. 185, by Local Union No. 35, was referred to the Committee on Law.

Resolution No. 186, by Local Union No. 35, was referred to the Committee on Law.

Resolution No. 187, by Local Union No. 103, was referred to the Committee on Resolutions.

### RESOLUTION No. 95

Decorating Kilnmen, East Liverpool, Ohio.

It has always been the custom in the decorating kiln department to lay off the last man on the job when the work decreases.

It is the opinion of the members of Local No. 95 that this rule should be changed. We believe that the work should be divided equally and that no one man be layed off; therefore

Resolved, That when work drops below normal in the decorating kiln department, the work shall be divided equally among the crew.

This resolution was ruled out as it conflicts with Section 23 of the national constitution.

### RESOLUTION

By Local Union No. 35, Trenton, N. J.

Whereas, There is considerable dissatisfaction amongst the kilnmen of the sanitary trade; and

Whereas, The only solution for solving the problem would be a reopening of the conference; therefore be it

Resolved, That the twenty-ninth annual convention recommend the reopening of the sanitary conference for adjustment of present conditions of kilnmen; and be it further

Resolved, That said conference take place not later than thirty days after close of convention.

Ruled out as it conflicts with Section 23 of the National Constitution.

Motion by George Smith, L. U. No. 9, that the inspector pass the hat to take up a collection for the benefit of the hoboes' organization of America.

Motion carried.

The amount collected, \$26.20, which was turned over to Bro. Jeff Davis, president of the organization.

Announcements were then made by the chairmen of the different committees and the convention adjourned until Thursday morning, July 3rd.

## Thursday, July Third

### MORNING SESSION

The convention was called to order at 10 a. m. with President Menge in the chair.

The minutes of the previous session were read and approved.

#### REPORT OF COMMITTEE ON GENERAL WARE PRICE LIST

##### RESOLUTION No. 1

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Resolved, That we ask for an increase of 25 per cent on the present scale of wages applying alike to all the different departments under the jurisdiction of the N. B. of O. P.

The committee recommended adoption as amended:

Resolved, That we ask for an increase of 25 per cent on the present rate of wages applying to all branches, excepting those branches asking for the adoption of a day wage system, and if the day wage system is not adopted by the conference, all branches shall participate in the 25 per cent increase.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

##### RESOLUTION No. 21.

By Local Union No. 9 (Kilnmen) East Liverpool, Ohio.

Whereas, It has been the custom in all the shops in the past for kilnmen to straighten up and move saggars from around the kilns when same are filled; therefore be it

Resolved, That in the future when the kiln is filled kilnmen shall have nothing to do with the moving or straightening up of saggars.

The committee recommended rejection.

On motion the recommendation was concurred in.

##### RESOLUTIONS No. 22

By Local Union No. 9 (Kilnmen) East Liverpool, Ohio.

Whereas, Considerable dissatisfaction has arisen between the manufacturers and the members of the N. B. of O. P. in regard to the changing of saggars by many of the firms, thereby increasing the labor of kilnmen, saggarmakers and dippers and giving one firm an unjust advantage over another; therefore be it



Resolved, That the following uniform standard for sagers be adopted:

	Height	Space	No. of Holes	First Hole from Bottom
Teas and Fruits.....	10 $\frac{1}{4}$	1 $\frac{1}{8}$	8	$\frac{3}{4}$
Coffees .....	9 $\frac{1}{8}$	1 $\frac{1}{8}$	7	$\frac{3}{4}$
Double 5 inch .....	8	1 $\frac{1}{8}$	6	$\frac{3}{4}$
Single Banjos, 5, 6 and 7 inch...	11	1 $\frac{1}{4}$	8	$\frac{3}{4}$
Seven inch cover sagger.....	10 $\frac{1}{4}$	1 $\frac{7}{8}$	5	1
Steak sagers, 9, 10 and 12 inch..	10 $\frac{1}{2}$	1 $\frac{1}{2}$	5	1
Steak sagers, 14, 16 and 18 inch..	9	1 $\frac{7}{8}$	4	1 $\frac{1}{2}$
Tommy Davis .....	9 $\frac{1}{2}$	1 $\frac{3}{8}$	6	1 $\frac{1}{4}$
Yokes .....	9 $\frac{3}{4}$	1 $\frac{3}{8}$	6	1 $\frac{1}{4}$
Wash Bowls .....	9 $\frac{3}{4}$	2 $\frac{1}{4}$	4	0

Common sagers not to exceed 56 inches in circumference.

Strips on sagger bench not to be over  $\frac{3}{4}$  of an inch thick and that double decker sagers be no less than 8  $\frac{1}{4}$  inches high.

Height of all sagers to be taken from inside measurement when fired.

The committee recommended rejection.

The committee's recommendation was adopted.

#### RESOLUTION No. 32.

By Local Union No. 16 (Saggermakers) East Liverpool, Ohio.

Whereas, We feel that owing to the difficulty in making some sagers they are much underpaid; therefore be it

Resolved, That the following changes be made in the price list:

Wash bowl, bisque, now pays 5c, proposed price 6c.

Wash bowl, glost, now pays 8c, proposed price 10c.

Sixteen inch glost steak now pays 10c, proposed price 13c.

Sixteen inch bisque now pays 5c, proposed price 8c.

Sixteen inch square bisque now pays 10c, proposed price 13c.

Sixteen inch square glost now pays 13c, proposed price 15c.

Seven inch cover sagger now pays 10c, proposed price 13c.

Be it further

Resolved, That these prices be basic, all increases since 1915 to be added.

The committee recommended rejection.

On motion the committee's recommendation was concurred in.

#### RESOLUTION No. 38

By Local Union No. 22 (Mouldmakers) East Liverpool, Ohio.

Whereas, Blocking and casing being among the highest skilled of any branch of the trade and receiving less pay per hour; therefore be it

Resolved, That blocking and casing shall be paid at the rate of 75c per hour.

The committee recommended that the resolution be adopt-

ed with the amount changed to read "\$1.00 per hour" instead of 75c per hour.

On motion by T. M. Woods the resolution was adopted as amended.

#### RESOLUTION No. 39.

By Local Union No. 22 (Mouldmakers) East Liverpool, Ohio.

Whereas, The making of flat moulds is underpaid; therefore be it

Resolved, That we ask an increase of five per cent on all flat moulds.

The committee recommended rejection.

The committee's recommendation was concurred in.

#### RESOLUTION No. 40.

By Local Union No. 22 (Mouldmakers) East Liverpool, Ohio.

Whereas, The making of single casted jugs with handles attached are underpaid; therefore be it

Resolved, That the pressed prices shall govern the same.

The committee recommended rejection.

On motion the committee's recommendation was adopted.

#### RESOLUTION No. 41.

By Local Union No. 22 (Mouldmakers) East Liverpool, Ohio.

Whereas, The prices of multiple moulds are not paid for; therefore be it

Resolved, That all multiple moulds shall be 60c each.

The committee recommended rejection.

The committee's recommendation was concurred in.

#### RESOLUTION No. 45.

By Local Union No. 24 (General Ware, Mixed) Wellsville, Ohio

Whereas, We believe all over five bung of double banjoes placed in the middle of the kiln should be paid for extra; therefore be it

Resolved, That all dauble banjoes over five bung placed in the middle of the kiln shall be paid for at the rate of fifty cents per bung extra.

The committee recommended rejection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 46.

By Local Union No. 24 (General Ware, Mixed) Wellsville, Ohio

Whereas, There is considerable difference throughout the different shops in the size of saggars, especially pin saggars, we therefore offer the following resolution:

Resolved, That all double and single banjoes be nine and one-half (9 ½) inches in height, to be measured after being

fired and to have a space of not less than one and one-eighth ( $1\frac{1}{8}$ ) inches between pin hole, and that saggermakers refuse to make and kilnmen refuse to use sagers made after October 1, 1919, that do not conform to this measurement. Anyone violating this rule shall be fined five dollars (\$5.00) for the first offense and ten dollars (\$10.00) for the second offense and for the third offense he shall be suspended.

The committee recommended rejection.

On motion the recommendation of the committee was concurred in.

#### RESOLUTION No. 47.

By Local Union No. 24 (General Ware, Mixed) Wellsville, Ohio

Whereas, We believe that a cup sagger is underpaid; therefore be it

Resolved, That cup sagers pay five cents instead of four cents.

The committee recommended rejection.

The committee's recommendation was adopted.

#### RESOLUTION No. 49.

By Local Union No. 24 (General Ware, Mixed) Wellsville, Ohio

Whereas, We feel that kiln work is not paid for; therefore be it

Resolved, That a day's work of 150 cu. ft. glost, or 200 cu. ft. bisque be paid at the rate of \$3.25.

The committee recommended rejection.

On motion the recommendation of the committee was concurred in.

#### RESOLUTION No. 53-B.

By Local Union No. 25 (Packers) East Liverpool, Ohio.

Resolved, That all packers shall have one-half hour for lunch.

The committee recommended rejection.

The committee's recommendation was concurred in.

#### RESOLUTION No. 65.

By Local Union No. 31 (General Ware, Mixed) E. Palestine, O.

Whereas, It has been the custom of glost kilnmen to pay for half of the cleaning of pin sagers; therefore be it

Resolved, That on and after the expiration of our present agreement all pin sagers be cleaned and put in a convenient place free of charge of glost kilnmen.

The committee recommended rejection.

On motion the recommendation of the committee was adopted.

## RESOLUTION No. 66.

By Local Union No. 31 (General Ware, Mixed) E. Palestine, O.

Whereas, It is the custom for the kilnmen to have to carry wads, some a greater distance than others; therefore be it

Resolved, That after the expiration of the present agreement the firm shall deliver the wads to the kilnmen's benches without cost to the kilnmen.

The committee recommended rejection.

The committee's recommendation was adopted.

## RESOLUTION No. 95.

By Local Union No. 44 (General Ware, Mixed) Sebring, O.

Whereas, The mouldmakers consider blocking and casing underpaid at 65c per hour; therefore be it

Resolved, That blocking and casing be paid 85c per hour.

The committee recommended rejection.

The recommendation of the committee was concurred in.

## RESOLUTION No. 104.

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That all ware brought to the packer to pack shall be put in packing form.

The committee recommended rejection.

On motion the recommendation of the committee was concurred in.

## RESOLUTION No. 105.

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That all solid packages of teas or cups from a barrel up and including a tierce shall be paid five cents extra per package and all packages larger than a tierce, including a demerara, shall be paid ten cents extra per package.

The committee recommended rejection.

The committee's recommendation was adopted.

## RESOLUTION No. 106.

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That all bent wood crates shall be seventy-five cents per crate except crates of teas or cups which shall be one dollar per crate.

The committee recommended rejection.

The recommendation of the committee was concurred in.

## RESOLUTION No. 107

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That packages measuring 40 inches across the head and the stave measuring 42 inches shall be fifty cents, and packages measuring 38 inches across the head and the stave

measuring 42 inches, shall be forty-five cents.

The committee recommended rejection.

On motion the committee's recommendation was adopted.

#### RESOLUTION No. 108

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That all day wage work shall be paid at the rate of six dollars per day net.

The committee recommended rejection.

The committee's recommendation was concurred in.

#### RESOLUTION No. 109.

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That it shall not be the packer's work to help to load the trucks.

The committee recommended rejection.

On motion the recommendation of the committee was adopted.

#### RESOLUTION No. 110.

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That in case a packer or packers go to work in the morning and there is no packing to be done and the firm insists that they stay, said packers shall be paid at the day wage rate for all the time he waits around, and in case the firm has a package or two to be packed in the afternoon and not enough to make a half day's pay he shall be paid a half day's wages at the day wage rate of wages.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No. 111.

By Local Union No. 49 (Packers) Trenton, N. J.

Resolved, That all wagons and trucks shall be packed by the regular packer where such wagons or trucks are to be packed.

The committee recommended adoption.

The committee's recommendation was adopted.

#### RESOLUTION No. 127.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, Continuous kilns are being erected in many potteries and kilnmen are compelled to work on Sundays; therefore be it

Resolved, That all firms using such kilns must provide enough tracks and trucks so that kilnmen can place enough trucks during the week to run over Sunday.



The committee recommended rejection.

On motion the committee's recommendation was concurred in.

#### RESOLUTION No. 125.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, There is much hotel and extra heavy ware made in many potteries (which ordinarily make light ware) and which requires more care in placing and more energy to handle; therefore be it

Resolved, That whenever kilnmen are required to place hotel or extra heavy ware in place of the ordinary ware, they shall receive 30 per cent on their regular wages or work by the hour \$1.00 per hour, and eight hours for a day and time and a half for overtime.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 132.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, We feel that it is an injustice to the kilnmen to pay a pin boy for delivering and cleaning saggars and as the jiggermen, also many other tradesmen, have been relieved of extra work and we feel that all saggars should be cleaned and delivered to the kilnmen; therefore be it

Resolved, That after October 1st, 1919, all saggars shall be cleaned and delivered free to the kilnmen.

The committee recommended rejection.

The committee's recommendation was concurred in.

#### RESOLUTION No. 133.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, There is much small ware placed in the glost kilns; therefore be it

Resolved, That the cubic feet for kilnman's day be reduced from 162 cu. ft. to 148 cu. ft.; and be it further

Resolved, That the wages of kilnmen be raised from \$2.90 kilnman's day, to \$3.00 kilnman's day, and bench boss be raised from \$3.50 kilnman's day to \$3.70 kilnman's day; and be it further

Resolved, That pin saggars in first ring count 72 saggars for an extra day.

The committee recommended rejection.

The committee's recommendation was adopted.

#### RESOLUTION No. 134.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas: Many potteries have the wads a great distance

from the kilnmen and we feel that the firms should deliver them; therefore be it

Resolved, That after October 1st, 1919, all wads shall be delivered to the kilnmen's benches.

The committee recommended rejection.

On motion the committee's recommendation was concurred in.

#### RESOLUTION No. 135.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, As all first ring in bisque kilns are solid flat ware, and some firms are compelling bisque kilnmen to count saggars in first ring 72 saggars for each quarter of a day, and the firm claims four saggars on the bottom of each bung, and the bisque kilnmen claim that this is an injustice to them as they are compelled to place from 152 to 154 saggars of flat in each kiln and get nothing for it; therefore be it

Resolved, That this convention grant relief to the bisque kilnmen, and that the firm be compelled to pay for every sagger in first ring; as it now stands the bisque kilnmen are losing one-half day on all bisque kilns.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 136.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Resolved, That when the bench boss having notified the foreman of his need of saggars and other supplies for the day and that if they are not delivered in proper time that the crew shall go home or be paid the regular kilnman's wages and that no unfair methods shall be used to discharge any of the men; and be it further

Resolved, That whenever kilnmen are compelled to wait on a kiln they be paid regular kilnmen's wages while waiting.

The committee recommended adoption.

The committee's recommendation was concurred in.

#### RESOLUTION No. 144.

By Local Union No. 74 (General Ware, Mixed) Carrollton, O.

Whereas, We believe when glost or bisque kilns are replaced with new bottoms they should not be remeasured, because kilnmen lose from one to three-quarters of a day on the kiln; therefore be it

Resolved, That no kiln shall be remeasured after a new bottom is put in.

The committee recommended rejection.

The recommendation of the committee was concurred in.

## RESOLUTION No. 145.

By Local Union No. 74 (General Ware, Mixed) Carrollton, O.

Whereas, We believe that pin boys should be paid from the office, and should be paid at the rate of five dollars per kiln; therefore be it

Resolved, That on and after October 1st, 1919, all pin boys shall be paid by the firms at the rate of five dollars per kiln and all saggars shall be delivered at the front of the kiln; and be it further

Resolved, That when a crew does not have a pin boy the crew shall be paid the same rate of five dollars per kiln for cleaning their own saggars.

The committee recommended rejection.

The committee's recommendation was adopted.

## RESOLUTION No. 146.

By Local Union No. 74 (General Ware, Mixed) Carrollton, O.

Whereas, We believe that there is so much pin work today taking the place of hollow ware for the same cubic feet and so many double banjoes in the first ring, making the middle of the kiln larger, that kilnmen feel what they gain by extra pay in the first ring they loose in the middle; and

Whereas, There is so many double banjoes in the middle of the kiln taking the place of single saggars and hollow ware for the same cubic feet, causing more work for kilnmen at the same pay than they received for hollow ware and single banjoes; and

Whereas, We believe that eighty pin saggars in the first ring or topping of any kiln should count as one day extra; therefore be it

Resolved, That on and after October 1st, 1919, every eighty pin saggars of any kind put in the first ring of the kiln shall count as one day extra; and be it further

Resolved, That all double pin saggars of any kind over six bungs in the middle of the kiln shall be paid at the rate of one day extra to every ninety saggars that goes in the middle of the kiln.

The committee recommended rejection.

The recommendation of the committee was concurred in.

## RESOLUTION No. 147.

By Local Union No. 74 (General Ware, Mixed) Carrollton, O.

Whereas, There is much dissatisfaction among the kilnmen in regards to working late in order to get kilns in, causing kilnmen to work until five o'clock; and

Whereas, We feel that eight hours is long enough for any kilnman to work; therefore be it

Resolved, That on and after October 1st, 1919, eight hours shall constitute a day's work for kilnmen, from 7 a. m. to 4 p. m., and all kilnwork done after 4 p. m. shall be paid at the rate of time and one-half; and be it further

Resolved, That five and one-half days shall constitute a week's work for kilnmen, and Saturday afternoon shall be a

half holiday; and be it further

Resolved, That when kilnmen are compelled to work on Saturday afternoon they shall receive at the rate of time and one-half on kilnman basis.

The committee recommended rejection.

The committee's recommendation was adopted.

#### RESOLUTION No. 148.

By Local Union No. 74 (General Ware, Mixed) Carrollton, O.

Whereas, We believe that the present piece work system of kilnwork has come to a point where kilnmen are not paid for what they do; and

Whereas, There is so much pin work taking the place of hollow ware that kilnmen are compelled to speed up and work harder and longer in order to get an honest day's wages that kilnmen up in years cannot stand the pace; and

Whereas, We believe when a man spends three years learning a trade he should be protected when he gets old, and we feel if kilnwork was put on day wage the young men would be protected as well as the older men; and

Whereas, We believe that the piece work system should be abolished among the kilnmen and the day wage system be established; therefore be it

Resolved, That on and after October 1st, 1919, day wage system shall be established for kilnmen, of eight hours per day; 7 a. m. to 4 p. m., including lunch time. Wages for kilnmen—Bench boss, \$7.50 per day, journeymen \$6.50 per day, apprentice wages first six months \$3.60 per day, second six months \$4.40 per day, second year \$4.80 per day, third year \$5.60 per day; all overtime after 4 p. m. shall be paid at the rate of—Bench boss \$1.25 per hour, journeymen \$1.00 per hour, apprentice 75c per hour; and be it further

Resolved, That five and one-half days shall constitute a week's work and that Saturday afternoon shall be half holiday; and all holidays shall be paid at the rate of time and one-half for kilnmen and that kilnmen shall not be compelled to wheel or carry saggars beyond the middle of the front of the kiln or the middle of the back, or wheel coal or do any odd work of any kind outside of kilnwork.

The committee recommended rejection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 151

By Local Union No. 76 (General Ware, Mixed) Buffalo, N. Y.

Whereas, A condition has crept into the trade where the manufacturers are having placed in the first ring single banjo saggars instead of double banjoes, which pays one extra kilnman's day for every four bungs; therefore be it

Resolved, That in the future the manufacturers pay one kilnman's day for every eighty pin ware saggars placed in the same; and be it further

Resolved, That rearing dishes pay the same rate as porcelain dishes settled at the Buffalo pottery, one day for every seven bung on all size dishes.

The committee recommended rejection.

The committee's recommendation was adopted.

#### RESOLUTION No. 150.

By Local Union No. 76 (General Ware, Mixed) Buffalo, N. Y.

Whereas, The sagger making machine at the Buffalo pottery makes on an average of three hundred sagers per working day of nine hours; therefore be it

Resolved, That a piece work price be adopted for sagers made on a machine.

The committee recommended rejection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 159.

By Local Union No. 81 (Mouldmakers) Trenton, N. J.

Resolved, That the agreement between the U. S. Potters' Association and National Brotherhood of Operative Potters expire in the spring instead of the fall, the date to be set by this convention.

The committee recommended rejection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 181.

By Local Union No. 99 (General Ware, Mixed) Clarksburg, W. Va.

Resolved, That all double banjoes in access of five bung in the middle of the kiln be paid for the same as topping.

The committee recommended rejection.

The recommendation of the committee was adopted.

### REPORT OF THE COMMITTEE ON LAW

#### RESOLUTION No. 186

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, The twenty-eighth annual convention passed a law that any member leaving the trade may retain his or her membership in his or her local as long as they wish to; and

Whereas, Such law gives members not working at the trade the right to make motions that may be detrimental to those working at the trade while they themselves are out of the trade and not affected by those some times radical motions; therefore be it

Resolved, That the twenty-ninth annual convention make it binding that all members leaving the trade to accept work at something else be obliged to take out honorary withdrawal card after six months from date of leaving the trade.

The committee recommended rejection.

On motion by T. B. Dennis the recommendation of the committee was concurred in.



## RESOLUTION No. 185.

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, It entails a lot of unnecessary work on the secretary of Local No. 35 and often times a long delay trying to get the one per cent record of the members of No. 35 in case of death or honorary membership owing to the present system of collecting the one per cent assessments; and

Whereas, It often times takes from six to eight weeks to get such information; and

Whereas, In the opinion of the members of Local No. 35 that if said assessments were collected from our own members at our local meetings that we would have such records on hand instead of waiting for a member of the other local to furnish the records; therefore be it

Resolved, That the twenty-ninth annual convention give Local Union No. 35 the privilege of collecting the one per cent assessment from its own members; and be it further

Resolved, That the one per cent secretary be paid out of the ten per cent now allowed for such collections.

The committee recommended rejection.

Motion by T. B. Dennis that we concur in the recommendation of the committee.

Motion carried.

The hour of adjournment having arrived announcements were made by the chairmen of the different committees after which the convention adjourned until 2:30 p. m.

## Thursday, July Third

### AFTERNOON SESSION

The convention was called to order at 2:45 with President Menge in the chair.

The minutes of the previous session were read and approved.

Resolutions which had been presented at previous sessions were read and referred to the committees as follows:

Resolution No. 188, by Local Union No. 45, was referred to the Committee on Finance.

Resolution No. 189, by Local Union No. 10, was referred to the Committee on Law.

Resolution No. 190, by Local Union No. 53, was referred to the Committee on Health.

Resolution No. 191, by Local Unions Nos. 50 and 104, was referred to the Committee on Finance.

Resolution No. 192, by Local Union No. 98, was referred to the Committee on Resolutions.

Resolution No. 193, by Local Union No. 4, was referred to the Committee on Law.

#### RESOLUTION BY L. U. No. 16

Saggermakers, East Liverpool, Ohio.

Whereas, It is the duty of the firms to furnish sufficient help in running out green saggars, and some of the firms are failing to do so; therefore be it

Resolved, That the saggermakers shall be relieved of all such work as running out of green saggars.

This resolution was ruled out by President Menge as its introduction is forbidden under provision of Section 23 of the National Constitution.

#### RESOLUTION BY L. U. 81

Resolved, That the sanitary mouldmakers shall be paid at the rate of \$1.00 an hour.

Ruled out as it conflicts with Section 23 of the National Constitution.

#### RESOLUTION BY L. U. No. 6

Resolved, That the convention take up the automatic stove room and the spreader at different china shops. These have been running for 18 months and no settlement made, and that said conveyors have been before the standing committee for settlement and that no settlement has been made yet; and be it further

Resolved, That this convention pass a law that a member from each shop that has an automatic stove room be appointed with the national officers to bring about a settlement, with expenses paid by the national head.

Ruled out as it conflicts with Section 23 of the National Constitution.

#### RESOLUTION BY L. U. No. 7

Whereas, We believe the sanitary pressers now affiliated with the N. B. of O. P. can supply the yearly demand for sanitary ware; and

Whereas, The present system now being practiced gives protection to the manufacturers only, by permitting the manufacturer to place new men in trade during abnormal times, thus causing an influx of sanitary pressers during sub-normal times; therefore be it

Resolved, That when all available sanitary pressers are working full time, and should the manufacturer then be rushed for extra ware and need extra workmen, the manufacture shall make application to the national headquarters for pressers, and should national headquarters be unable to furnish same the national headquarters shall notify the local of manufacturer's demands, and affiliated pressers shall be given permission to make extra time to a reasonable amount, that amount to be governed by the demand for extra men; and be it further

Resolved, That extra time shall only be granted where a yearly production will not supply a yearly demand.

Ruled out as it conflicts with Section 23 of the National Constitution.

The following communication from Mr. Charles F. Goodwin, secretary of the U. S. P. A., was read and referred to the Committee on General Ware Price List:

East Liverpool, Ohio, May 7, 1919.

Mr. Edward Menge, President,  
The National Brotherhood of Operative Potters,  
East Liverpool, Ohio.

Dear Sir:

Please note, that at our annual meeting held in New York, a motion was carried, providing, that in the working out of the operation of tunnel kilns, any settlements or wages paid will be regarded as only temporary, and no methods of operation or rates of wages paid, shall be considered as establishing a precedent, but that the final settlement and adjustment shall be made by your executive and labor committees, based upon the merits of the case.

Yours very truly,

THE UNITED STATES POTTERS' ASSOCIATION,

CHAS. F. GOODWIN, Sec'y-Treas.

#### REPORT OF COMMITTEE ON LAW.

##### RESOLUTION No. 122.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, It is unjust for a large number of pottery workers to receive the benefits of the pottery unions and the mem-

bers paying the bill for it; therefore be it

Resolved, That the N. B. of O. P. adopt the card system and on and after October first all workmen in the pottery trade must present his or her card before being permitted to start to work.

The committee recommended the following as a substitute for Resolution No. 122:

Whereas, It is unjust that a large number of pottery workers, whose branches are now organized, should receive the benefits of the pottery unions and the members bear the expense; therefore be it

Resolved, That the N. B. of O. P. adopt the card system and on and after October 1st, all such workmen in the pottery trade must present their cards before being permitted to start to work. Members transferring from one local to another must furnish satisfactory proof of their membership in the N. B. of O. P., to the shop committee, before being permitted to work; and be it further

Resolved, That this proposition, if adopted, be submitted to a referendum vote of the trade, and if two-thirds of the members voting vote for ratification the Executive Board shall use every legitimate means of putting the card system into effect at the time specified.

Motion by T. B. Dennis that we concur in the recommendation of the committee.

Amended by George Esenhuth that we strike out October first and insert January first.

Amendment carried.

The motion as amended carried.

#### RESOLUTION No. 94.

By Local Union No. 44 (General Ware, Mixed) Sebring, O.

Whereas, It has been a difficult matter to get out a representative vote when voting on a strike question; therefore be it

Resolved, That in the future we pay strike benefits from the voting roll only unless a good valid reason can be given for not voting; and be it further

Resolved, That all laws conflicting with this be abolished.

The committee recommended rejection.

Motion by George Chadwick that we concur in the committee's recommendation.

Motion carried.

#### RESOLUTION No. 102

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

The committee recommended the adoption of Resolution No. 102.

Motion by T. B. Dennis that we concur in the recommendation of the committee.

Motion by George Esenhuth that Resolution No. 102 be referred back to the committee with a recommendation that the committee look over our insurance laws and submit recommendations to the convention covering the sections that seem to be complicated.

Motion to refer back to committee carried.

(For final action on Resolution No. 102 see minutes Wednesday morning, July 9th.)

#### RESOLUTION No. 58.

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, There has been much contention in late years for the shop vote; and

Whereas, Kokomo local has thoroughly discussed the same and again come to the conclusion that we ought to give shop voting a fair trial; therefore be it

Resolved, That shop voting be put into practice in the N. B. of O. P.

The committee recommended rejection.

On motion by George Chadwick the committee's recommendation was adopted.

#### RESOLUTION No. 184 BY L. U. 35.

Whereas, The rescinding of the twenty-five dollar reinstatement fee has caused so much comment and as it is considered such a step backwards that it is already breeding a movement of discontent that we, the members of Local Union No. 35, consider it our duty to offer the following resolution; be it

Resolved, As every local has the power to take care of each of its members that become in arrears in his dues or his assessments on account of sickness, that any one not coming under this rule and becomes in arrears that the collector or secretary of his local shall report it to the shop committee and they shall try and get him or her to pay all back dues and assessments; if that fails then they be given the privilege of going to the office and state their case and ask the help of the firm, and if that also fails then be it further

Resolved, That the kilnmen be given the power to refuse to handle his or her work, or if a kilnhand, the kilnmen may refuse to work with him until they are square on the books of the collector and local.

The committee recommended rejection.

On motion the recommendation of the committee was concurred in.

#### REPORT OF COMMITTEE ON SANITARY PRICE LIST

#### RESOLUTION No. 155.

By Local Union No. 79 (Sanitary, Mixed) Columbus, Ohio.

Whereas, The extra amount of work involved in running out green saggars interferes with the regular work of making saggars, thereby reducing the amount of saggars that can be made per day; therefore be it

Resolved, That all green saggars for topping off kilns be carried out to the kilns at the expense of the firm,



## RESOLUTION No. 161.

By Local Union No. 83 (Sanitary, Mixed) Keyser, W. Va.

Resolved, That saggermakers have nothing to do with sagers after they are made and put in the stilliards.

The committee made the following recommendation in reference to Resolutions Nos. 155 and 161:

As these resolutions deal with a question left over from last conference the Sanitary Price List Committee recommend that the executive board take steps to have this matter settled.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

## RESOLUTION No. 167.

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal-

Resolved, That no agreement between the N. B. of O. P. and the manufacturers be signed for more than one year.

The committee recommended rejection.

On motion by S. M. Moore the recommendation of the committee was adopted.

## RESOLUTION No. 156

By Local Union No. 79 (Sanitary, Mixed) Columbus, Ohio.

Whereas, The saggermaker should be relieved of the unskilled and extra work around the sagger bench which consumes time that should be used in making sagers; therefore be it

Resolved, That the sagger clay be put up into a pile ready for use at the expense of the firm.

The committee recommended that Resolution No. 156 be referred back to local union presenting same.

The recommendation of the committee was concurred in.

## RESOLUTION No. 183

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, There has been a condition at the Great Western Pottery at Kokomo, whereby the sanitary pressers there have been made to suffer by it. Namely, there has been work protested of over three and one-half years' standing, and there has not been any settlement as yet, although the men have tried and some of the men have gone to work at other shops, but have not received their pay as yet.

There is other disputed work of from one to two years standing, and no sign of a settlement. Shop committees have tried from time to time but of no avail; therefore be it

Resolved, That the twenty-ninth annual convention instruct the executive board to take up the matter of disputed ware at the Great Western Pottery; and be it further

Resolved, That matters be taken up within thirty days after the adjournment of the convention by the executive board, or a special committee appointed by the convention.

As arrangements have already been made by the Sanitary Standing Committee to visit Kokomo immediately after adjournment of this convention, the delegate from Local Union No. 26 asks to have this resolution withdrawn, and the committee recommends that the request be granted.

On motion by S. M. Moore the recommendation of the committee was concurred in and Resolution No. 183 was withdrawn.

#### RESOLUTION No. 160.

By Local Union No. 83 (Sanitary, Mixed) Keyser, W. Va.

Resolved, That where it is necessary for kilnmen to go up stairs for dipped ware they shall receive extra pay.

The committee recommended that Resolution No. 160 be referred back to local union presenting same.

On motion the committee's recommendation was adopted.

#### RESOLUTION No. 59.

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

To all members of the Sanitary Trade:

No doubt you have all noticed the tendency of various O. C.'s and writers in the Herald in the last few months, and we surely begin to realize that the pressing branch of the sanitary industry is beginning to wake up and is beginning to realize that while the presser is the most skillful worker in the industry he receives the least compensation for his labor. For the last three years the presser has been using clay that the manufacturer has been compelled to substitute for foreign clay with a far greater loss to the presser than at normal times. Did the pressing branch ask for the abolition of the bisque court. No, all the hard thinking was about the world war and democracy. While the few who were working at the trade were paying for the experiment of the manufacturers with American clays. Shall we tolerate the bisque court much longer or commence by some means to abolish it forever, and let the hustling question go the same route?

There is no need for us to harp about controlling the casting in the potting industry unless the union man is entitled by the N. B. of O. P. to accept a job in the non-union shop and endeavor to organize them for the non-union caster is in the majority and for the last two years have not these non-union men been working full time while the N. B. of O. P. has stood idly by with the exception of a few worthy brothers that took over the casters in New Castle. It is true we had two of our executive officers make a trip around these shops but the trade is in the dark as to their motive. We can only guess and guessings get us nowhere. So let us all be up and doing, the question of organizing the outside shops has been held back long enough. We in Kokomo say that if it should cost the N. B. of O. P. ten thousand (\$10,000) to accomplish this it would be cheap at that price. We would like to hear some of the other writers opinions on this matter.

Now brothers we have all been tuned up lately by what local 45 has been going to offer to the trade, we have seen vari-

ous articles in the Herald where they had committees at work trying to get at some solution that would make a more equal and betterment in general in the pressing branch of the trade. We have had rumors that the committee would have their proposition ready for the trade time and time again only to see and receive nothing. What we did receive was a working list worked out on the old five dollar per day basis which has, according to the members of No. 26 gone in the ash can long ago and No. 26 turned down the proposition and appointed a committee of five to draft some kind of a proposition that would be on a more equitable and concrete basis. When the committee presented the resolutions to local No. 26 at their last regular meeting for their approval or rejection there was a great deal of discussion because the kilnhand and mouldmaker were not mentioned in said resolutions. Never for one moment did the committee wish to exclude any branch of the trade, but as the whole proposition started by Local 45, a pressers' local, the committee of Local 26 was composed of five pressers and while it was stated that the committee did not think for a moment that the trade would grab at the proposition like a sunfish after a worm we, the committee, did not feel like setting any price for kilnmen, mouldmakers or any other branch of the industry, but would welcome all branches to enter into the discussion which is only in its embryo and try to develop it into something which would benefit the whole industry. The following is the proposition endorsed by Local Union No. 26 at its last regular meeting April 9th.

We, the committee appointed by Local Union No. 26, do hereby present the following proposition to the sanitary trade for approval or rejection and solicit criticism of same by officers and members without slurs or hard feelings to all concerned.

We believe the time is at hand for an improvement in the method of wages paid to the workers of the sanitary industry from a piece work basis which has failed after years of trial to give just satisfaction to the majority of that branch of the trade which is the presser, caster and jiggerman; therefore be it

Resolved, That we demand the manufacturer of sanitary ware to pay the presser, caster and jiggerman on a salary basis instead of the piece work basis which is now in vogue; and be it further

Resolved, That the salary of said presser, caster and jiggerman shall be not less than \$39.00 per week, which is equivalent to about \$2,000 per year straight salary which means you would get \$39.00 per week, work or play; and be it further

Resolved, There shall be no more than one apprentice for every ten journeymen pressers or casters in any shop and no apprentice jiggerman allowed to start; and be it further

Resolved, That the firm shall furnish all tools and sponges necessary to complete a day's work and no more than six men shall have access to one set of punches, conditions of and be it further

Resolved, That when any apprentice presser or caster starting at the trade must serve five years with the firm he starts with unless said firm shall cease doing business at which time no more apprentices shall be allowed to start at any shop until said apprentices have found jobs in other shops with salary according to time served at the trade, failure to accept a job out of town by these apprentices shall be a just cause for

starting new apprentices. Salary to be paid said apprentices shall be \$15.00 per week for the first year which is \$770.00 per year; second year \$20 per week, \$1,040.00 per year; third year \$25.00 per week, \$1,300 per year; fourth years \$30.00 per week, \$1,560.00 per year; fifth year \$35.00 per week, \$1,720.00 per year; thereafter \$39.00 per week, about \$2,000 per year; and be it further

Resolved, That all work now being done by the hustler shall be paid by the firm and all clay and moulds shall be delivered to each man at the expense of the firm and that no deductions whatsoever shall be charged back to the workman and in case of discharge for bad work or other causes the shop committee shall have power to rule with right of man or local to appeal to executive board whose decision shall be final unless an appeal to the trade be taken which shall be granted when five local unions shall ask the president for same when a vote of the trade shall then be taken and it shall take two-thirds of the votes cast to uphold the executive board's decision which shall be final; and be it further

Resolved, That no person shall commence work before 8 o'clock in the morning and shall stop at 5 p. m. with one full hour for noon, no one shall be allowed to eat their meals in the work shop, the firm shall provide a sanitary room outside work shop for same; and be it further

Resolved, That Saturday work shall cease at noon, making 44 hours for a full week's work, time and one-half for overtime and double time for Sunday and holidays, said holidays shall include New Year, Decoration Day, Fourth of July, Labor Day, Thanksgiving and Christmas; and be it further

Resolved, That a committee be elected by the trade to formulate a plan whereby each and every member can be insured by the national office for one or two thousand dollars. And with a few added words of Longfellow we send you on your mission:

Not enjoyment and not sorrow,  
Is our destined end of way;  
But to act that each tomorrow  
Find us farther than today.

The committee recommends rejection of Resolution No. 59 but would ask convention to adopt the following proposition regarding the duties of hustlers:

The Sanitary Price List Committee would recommend that all sanitary shops and locals resist any encroachments by the firm on the duties of the hustlers, or the starting of any new customs which are contrary to the accustomed conditions. The duties of the hustler are to do the things that custom established as being the pressers' duties, such as changing moulds for the presser, carrying work out, carrying water for use of presser and carrying out dry cuttings. It is not the hustler's duty to act as a count clerk for firm or to relieve the firm of the responsibility of keeping mouldmaker's shop free of wet moulds.

As the hustlers are a part of our organization, it is the duty of our organization to resist abuses to them just as strenuously as to any other branch of our industry.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion carried.



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**REPORT OF COMMITTEE ON RESOLUTIONS.****RESOLUTION No. 187**

By Local Union No. 103 (General Ware, Mixed) Erwin, Tenn.

The committee recommended the rejection of the resolution.

Motion by John Remele that the resolution be taken up in two separate parts.

Motion by Will T. Blake that Resolution No. 187 be referred back to the committee.

Motion carried.

(For final action on Resolution No. 187 see minutes July 7th, afternoon session.)

**REPORT OF COMMITTEE ON HEALTH****RESOLUTION No. 137**

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, Some kilnsheds and workshops are in very bad working condition because of draughts, window frames being open and the sky lights are in bad condition and in some kilnsheds the lighting of kilns fired with coal during working hours is a menace and detriment to the health of the men working there, and a number of kilnsheds have no heat at all in winter; therefore be it

Resolved, That wherever these conditions exist steps shall be taken before cold weather to have all defective windows pointed, or have storm windows installed, have draughts eliminated and have kilnsheds properly heated and coal-fired kilns shall not be lighted before 4:30 p. m. if the men are at work, and all roofs and floors be kept in good repair.

The committee recommended adoption.

Motion by George H. Cartlidge that we concur in the recommendation of the committee.

Motion carried.

**RESOLUTION No. 55.**

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, The Western pottery trade is getting little or no benefit from the efforts of the health inspector; and

Whereas, We believe there is only one real way of getting something substantial in this line; therefore be it

Resolved, That the executive board endeavor to get such health measures made part of our agreement.

The committee recommended adoption.

The committee's recommendation was adopted.



## RESOLUTION No. 43.

By Local Union No. 22 (Mouldmakers) East Liverpool, Ohio.

Whereas, We believe that plaster dust is dangerous and injurious to our health; therefore be it

Resolved, That all mould shops be equipped with a satisfactory dust prevention machine.

The committee recommended adoption.

The recommendation of the committee was concurred in.

## REPORT OF COMMITTEE ON FINANCE.

## RESOLUTION No. 10.

By Local Union No. 5 (General Ware, Mixed) Evansville, Ind.

Whereas, A few of our brothers who went to war have returned in a condition that prevents them from taking up their usual vocation in the pottery; and

Whereas, We believe their physical condition will compel them to earn their living elsewhere and that they will have to sever their connection with the N. B. of O. P., therefore be it

Resolved, That the N. B. of O. P. grant them paid up honorary membership cards for the amount they had coming when they joined the service.

The committee recommended the adoption of the following substitute for Resolution No. 10:

Resolved, That any member totally disabled in actual war service of the United States or its allies in the late world war be granted perpetual honorary membership to the amount due at time of enlistment in such government service.

Motion by Aaron T. C. Potts that the recommendation of the committee be concurred in.

Motion by George Chadwick that Resolution No. 10 be referred back to the committee.

Motion carried.

(For final action on Resolution No. 10 see minutes Saturday morning, July 5th.)

## REPORT OF COMMITTEE ON GENERAL WARE PRICE LIST

## RESOLUTION No. 3

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Resolved, That the following changes be made in the wage scale:

Boats, when pressed, shall be 60c per doz.; Cable Boats, cast with handles on, 47c per doz.; stuck on, 50c per doz; 12's Cable Ewers, 85c, casted or pressed; 9's Cable and Toilet Ewers, \$1.00 pressed.

6's Jugs, cast or pressed .....75c per doz.

12's Jugs, cast or pressed .....65c per doz.

24's Jugs, cast or pressed .....50c per doz.

30's Jugs, cast or pressed .....	45c	per doz.
Mouth Ewers .....	65c	per doz.
Restaurant Creams, block handle.....	16c	per doz.
Tankard Creams, 0's, handled.....	25c	per doz.
Tankard Creams, 1's, handled.....	21c	per doz.
Tankard Creams, 1's, unhandled.....	16c	per doz.
Tankard Creams, 2's, handled.....	20c	per doz.
Tankard Creams, 2's, unhandled.....	16c	per doz.
Saxon Creams, 3's, unhandled.....	16c	per doz.
Casted Pickles, one in a mould.....	25c	per doz.
Rocaille Individual Creams .....	28c	per doz.

The committee recommended the following as a substitute for Resolution No. 3:

Resolved, That the following changes be made in the wage scale:

Boats, when pressed, shall be 60c per doz.; Cable Boats, when cast with handle on, 47c per doz.; stuck on, 50c per doz.; 12's Cable Ewers, 85c per doz., cast or pressed; 9's Cable or Toilet Ewers, \$1.00 per doz., pressed or cast.

4's Jugs, pressed or cast.....	\$1.00	per doz.
6's Jugs, pressed or cast.....	.75	per doz.
12's Jugs, pressed or cast.....	.65	per doz.
24's Jugs, pressed or cast.....	.50	per doz.
30's Jugs, cast, handles stuck on.....	.46	per doz.
30's Jugs, handles cast on .....	.42	per doz.
Mouth Ewers .....	.65	per doz.
Restaurant Creams, handles cast on.....	.16	per doz.
Restaurant Creams, handles stuck on.....	.18	per doz.
Tankard Creams, 0's, handles cast on.....	.25	per doz.
Tandard Creams, 0's, handles stuck on.....	.28	per doz.
Tankard Creams, 1's, handles cast on.....	.21	per doz.
Tankard Creams, 1's, handles stuck on.....	.24	per doz.
Tankard Creams, 2's, handles cast on.....	.21	per doz.
Tankard Creams, 2's, handles stuck on.....	.24	per doz.
Saxon Creams, 3's, unhandled.....	.16	per doz.
Rocaille Individual Creams.....	.28	per doz.
Cast Pickles, one in mould.....	.25	per doz.

Motion by T. M. Woods that we concur in the recommendation of the committee.

. Motion carried.

#### RESOLUTION No. 75.

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Whereas, We believe that all jugs and ewers now being pressed are not paid for; therefore be it

Resolved, That all jugs and ewers now being pressed be increased ten per cent above present prices.

The committee recommended rejection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 97.

By Local Union No. 44 (General Ware, Mixed) Sebring, O.

Whereas, Casting hotel ware is not paid for under the present list; therefore be it

Resolved, That an increase of 40 per cent over the list price be asked for casting hotel ware.

The committee recommended rejection.

The committee's recommendation was concurred in.

#### RESOLUTION No. 119

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, Justice never prevailed in the saggermaking trade and the prices need adjusting; therefore be it

Resolved, That double six inch saggars pay 15c, 8 inch yokes pay 15c, 9 inch yokes pay 18c, cup saggars pay 5c, and all single banjos with roll pay 13c each; and be it further

Resolved, That all bisque wash bowl saggars with bottom pay 10c each, and all bisque wash bowl ringers pay 6c, and when the firm requires saggars to be stripped they shall pay 2c extra and the same to be inserted in the present list.

The committee recommended rejection.

On motion the committee's recommendation was concurred in.

#### REPORT OF FINANCE COMMITTEE.

A partial report on mileage was read by A. T. C. Potts and on motion the report was received and the Secretary authorized to make out the checks for the different amounts.

Announcements were then made by the chairmen of the different committees after which the convention adjourned until 9:30 Saturday morning, July 5th.

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## Saturday, July Fifth

### MORNING SESSION

The convention was called to order at 9:45 a. m. with President Menge in the chair.

The minutes of the previous session were read and approved.

#### REPORT OF COMMITTEE ON FINANCE.

##### RESOLUTION No. 188

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Resolved, That the salaries of the President, First Vice President and Secretary-Treasurer be advanced \$200.00 per year; and be it further

Resolved, That the per capita tax be increased to 25 cents per month per member.

The committee recommended that Resolution No. 188 be rejected and recommended that the following substitute be adopted:

Resolved, That the per capita tax be increased five (5) cents per month per member.

Motion by John Shingler that Resolution No. 188 be laid over until we act upon the resolution pertaining to the increase of salaries for the national officers.

The motion to lay over lost by a vote of 57 to 34.

The motion to adopt the substitute for Resolution No. 188 was then put and carried.

##### RESOLUTION No. 191

By Local Unions Nos. 50 and 104.

Whereas, As we have in no unmistakable terms during the past few years demanded that the manufacturers should increase our wages to help us meet the increased cost of living, and to be consistent in our actions we should see to it that our executive officers receive from our hands increases to meet the high cost of living; and

Whereas, The rank and file of our organization are not in a position to judge the worth of our executive officers, as at no time do more than a small percentage of our membership attend meetings and keep in touch with the work of such officers; and

Whereas, The delegates at conventions come directly in contact with such officers and their work, and are in a position to judge their worth and fix their salaries accordingly; therefore be it

Resolved, That Section 66 of the National Constitution, which in part provides, "That changes in salaries of the National officers may be introduced in convention, but must be referred to a vote of the trade for adoption or rejection," be

repealed, and that the salaries of the national officers be increased by this convention, as follows:

That the salary of the National President be increased to \$3,000.00 per year; the salary of the First Vice President be increased to \$2,800.00 per year, and the salary of the National Secretary-Treasurer be increased to \$2,500.00 per year.

The committee recommended adoption of Resolution No. 191 with the following change:

"That the Secretary-Treasurer receive the sum of \$2,800 per year."

Motion by A. T. C. Potts that we concur in the recommendation of the committee.

Amendment by William Young that the three salaried officers receive the same salary, viz: \$3,000 per year.

Motion by T. B. Dennis that we divide the question and take up the part pertaining to salaries first.

A vote was taken on the amendment to make the salaries \$3,000 each. Amendment lost.

The motion was put to make the salary of the President \$3,000 per year and the salaries of the First Vice President and Secretary-Treasurer \$2,800 per year.

The motion carried.

Motion by A. T. C. Potts that we adopt the recommendation of the committee on the first part of the resolution, repealing Section 66 of the National Constitution which provides that all increases in the salaries of the national officers be referred to a referendum vote of the trade.

The motion lost.

Motion by T. B. Dennis that the part of the resolution pertaining to submitting the increase of salaries to a referendum vote of the trade be rejected.

Motion carried.

#### RESOLUTION No. 10

By Local Union No. 5 (General Ware, Mixed) Evansville, Ind.

Whereas, A few of our brothers who went to war have returned in a condition that prevents them from taking up their usual vocation in the pottery; and

Whereas, We believe their physical condition will compel them to earn their living elsewhere and that they will have to sever their connection with the N. B. of O. P.; therefore be it

Resolved, That the N. B. of O. P. grant them paid up honorary membership cards for the amount they had coming when they joined the service.

The committee recommended adoption.

Motion by A. T. C. Potts that we concur in the recommendation of the committee.

Amendment by Frank H. Hutchins that the following words be added after the word "service:" "So long as they do not return to their trade in the pottery."

Amendment carried.

The motion as amended carried.

Motion by John Bates that the per capita tax increase shall go into effect July 1, 1919.

Motion carried.

Announcements were then made by the chairmen of the different committees after which the convention adjourned until 9:30 a. m. Monday, July 7th.



## Monday, July Seventh

### MORNING SESSION

The convention was called to order at 9:45 a. m. with President Menge in the chair.

Minutes of the previous session were read and approved.

The first order of business to be taken up at this session was the reading of the report of Bro. George Smith, of Local Union No. 78, St. Johns, P. Q., Canada. The report was read by George Smith and referred to the Committee on Officers Report.

#### REPORT OF DELEGATE FROM LOCAL 78, ST. JOHNS, P. Q., CANADA.

Mr. President and Delegates.

Let me start my report by expressing my regret that all our efforts, so far, have not enabled us to solve the problem of securing for the Canadian potters the right to a living wage and decent conditions.

After our last convention and before leaving for Canada, a plan was outlined which we felt would have the effect of bringing matters to a show down, we had arranged to try and have Samuel Gompers, Secretary Wilson and President Allping of the plumbers, to take the case up with the Canadian Minister of Labor, Senator Robertson, President Tom Moore of the Canadian Trades and Labor Congress, and General Organizer J. W. Bruce of the plumbers, but the war being still on it was not possible for our executive officers to arrange things before the armistice was signed, and since that time the industrial world has never been settled enough to get anywhere with the plan we had outlined.

While regretting that a settlement has not been reached we have no regrets for having refused the proposition of the pottery manufacturers; these are, as far as we are aware, still 30 per cent of a reduction on the 1912-14 prices, which offer, I feel sure, is unique in the industrial troubles of either the U. S. A., Great Britain or Canada, and especially in Great Britain, which is and has always been claimed as the greatest competitor in sanitary earthenware. There the manufacturers have granted a raise of 62½ per cent and in addition many other improvements which no mere statements of percentages can cover, as a matter of fact the pottery trade was one of the first three to come under the Whitney scheme, and they seem to have made a success of it and here we have the spectacle of a firm, the only one in Canada, with practically no competition now, and yet they claim they can't make it go without demanding a cut in pre-war prices, and now with the cheap labor they have they

are not making a success of it, and that is certain. In February of this year it appeared in the Official Gazette that the C. T. P. Co. was being reorganized under the name of the Canadian Pottery Co., and with a capital of \$500,000. When we remember that the C. T. P. Co. was capitalized for \$60,000 in 1905, and \$120,000 a few years later, and now we have this half-million flotation, the whole thing looks fishy, and my information which comes from a very reliable source, is to the effect that their attempt has met with scant success, and is proving to be a financial fiver, for they are making very little ware there now, have a huge overhead. The C. T. P. Co. has about ten pressing and six casting, and we are creditably informed their ware rooms are filled to the roof with what they call ware, but which, if our information is correct, is fit only for concrete. And at the Dominion it is worse; they have been shut down tight for nearly four months now, and yet they have lots of ware on hand, and yet when one of our friends was in Montreal quite recently, went to one of the big jobbers and asked for prices on Canadian made ware, he was shown English and American goods. But the jobber declared he could not get any Canadian-made goods now that his customers would accept as first class, which is a strange state of affairs when we remember that the ware rooms are filled to the roof, and these people say they have very few orders, all of which goes to show there is something rotten in the state of the sanitary trade in Canada.

Since last convention we have made all kinds of reports to the government and one thing we have managed is to make the government admit that there is a lock-out in existence here, and the report is printed every month, a thing they persistently refused to do until quite recently.

The Canadian government has promised to do a whole lot for us but have done absolutely nothing so far, but let the manufacturers corner a minister or two in a quiet congenial corner and give them their version of the whole trouble as they see it, and all our carefully compiled reports go for naught, and just such a meeting is one of the reasons why the government has not tried to do anything for us. We had a resolution presented to the last T. & L. Congress, calling upon plumbers to refuse to handle Canadian-made ware, until such times as we had reached an agreement. This was adopted and there was a lot of trouble in Ottawa, and we are still holding this over the head of the government, if they do not come to time. In this case we were very much indebted to Mr. John W. Bruce, of the plumbers, for his good work on our side. He has been of very great assistance to us and we are depending upon him to help us reach a real settlement soon.

The president of the Trades and Labor Congress has also taken a keen personal interest in our affairs. He has been to the Minister of Labor on many occasions and by persistent effort has got something started which I have hopes will at last enable us to reach a settlement. After some maneuvering the Minister of Labor got Black to admit that there was trouble at his place, and that he would like to see it straightened out, and to that end he would be pleased to receive President Moore. This was finally done on April 19th. We had previously arranged to have some of our executive board here to meet Mr.

Moore. When I suggested this to him he said he thought it would be better if we would not bring them along at this time, as he wanted this first meeting to be as informal as possible. And so in this case it is no fault of the executive board, as I wired them not to come. Mr. Moore came and saw Black, and afterwards saw our committee. He stated Black had agreed to consider a board or a commission, with certain conditions attached, and Mr. Moore informed us he would suggest to the Minister of Labor that a board be appointed under the Industrial Disputes Act to investigate, or if that was not sufficient then a royal commission, and it was understood we were to take no action, but wait a communication from the Department of Labor.

Two days after he was here Mr. Moore joined the Commission on Industrial Unrest in Canada, upon which was also Mr. Bruce of the plumbers, as the representatives of organized labor. This commission went from coast to coast taking evidence from all classes of manufacturers as well as operatives. While they were in Montreal I took the opportunity of going before the commission. I don't know if it will do any good, but I was surprised at the publicity we received, and as a copy of the report was printed in the Herald there will be no need for my repeating it at this time. I saw Messrs. Moore and Bruce later, and I had a personal assurance from both that they would make it their special business to see that we got a square deal in any arrangements that may be made. This commission held their last sitting on June 15th, and are now engaged in drawing up their report which is being eagerly looked forward to by all classes, as a possible suggestion is expected which might help to stop the unrest. You have all read about the Winnipeg strike and the One Big Union. We were invited three months ago to join with them, but Local 78 voted unanimously against it, and also against the proposition for a Dominion-wide sympathetic strike. But in spite of all that the workers of Canada are demanding and getting better wages and conditions all the time; even in St. Johns we have the Federal Labor Union, and the carpenters, who have a larger membership now than ever in their history, and they are going to be quite a factor in our favor at the end. Some have even gone so far as to leave the pottery to join these unions, for we have an agreement with these people that no one who works in the potteries can belong to these unions, and any member belonging to them and going to work at the pottery will be expelled; but no member has so far accepted work there yet.

Regarding the Montreal Pottery Company of which we had high hopes, this has proved to be a fizzle. The shop and kilns are there all finished and never a fire even in them, but there seems to be some serious financial trouble, and I believe any one interested could make a good deal by looking this up.

I am pleased to say that not one of our members have broken away during the last year, but who that is worthy of the name of a man would work for these people under the conditions they are offering? It is unthinkable that the N. B. of O. P. would be a party to a settlement which required potters to work for 30 per cent less than pre-war prices. The best way I can see out of this deadlock is to try and have the government appoint a board or commission, under the Industrial Dis-

putes Act, and then bend every effort to have that board give a decision, giving us the same wages and conditions as in the United States of America. But in case we don't propose to work cheap, and at the regular meeting of 78 held Friday, June 27, the following resolution was unanimously adopted:

Resolved, That we, the members of Local 78, thank our executive officers and the members of the Brotherhood for the support given through the long struggle we have been engaged in, and that we individually and collectively give our word of honor that whether financial assistance is continued or no we will not scab under any circumstances, and will continue to fight for a living wage, decent working conditions and a just and honorable agreement for the potters of Canada.

Moved by Bro. F. X. Goyette, seconded by Bro. Louis Hebert, and unanimously adopted.

That I think sums up our position. We thank you for all that has been done and leave ourselves wholly in your hands.

## REPORT OF COMMITTEE ON GENERAL WARE PRICE LIST

### RESOLUTION No. 11

By Local Union No. 5 (General Ware, Mixed) Evansville, Ind.

Resolved, That the sweeping of the different shops shall be done by the firm and at the firm's expense, and all refuse be removed from the floor after 6 o'clock p. m. or before 6 o'clock a. m.

The committee recommended adoption.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Amendment by William Mushet that we strike out 6 p. m. and insert 5 p. m.

Amendment carried by a vote of 52 to 46.

The motion as amended carried.

Bro. T. B. Dennis requested he be recorded as being opposed to the amendment.

(See minutes of Monday afternoon's session for President Menge's ruling on Resolution No. 11.)

### RESOLUTION No. 9.

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Whereas, We consider that the sweeping the floors of the clay shop during working hours is the greatest detriment to the health of the clay workers; and

Whereas, We think such shops should be swept after working hours; therefore be it

Resolved, That we demand that all clay shops be swept after 6 p. m. each working day at the expense of the firm.

### RESOLUTION No. 51.

By Local Union No. 24 (General Ware, Mixed) Wellsville, Ohio

Resolved, That the manufacturers shall pay for the sweeping of all parts of the clay shop.



## RESOLUTION No. 62.

By Local Union No. 29 (Dishmakers) East Liverpool, Ohio.

Whereas, The potting industry is detrimental to the health of the workers by the accumulation of dust; therefore be it

Resolved, That all floors be swept and kept clean and such work be done before the hours of 6 a. m. or after 6 p. m. at the expense of the firm.

## RESOLUTION No 76.

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Whereas, We believe that no workman should pay for sweeping the shops; therefore be it

Resolved, That after our present agreement expires we stop paying for sweeping the shops.

## RESOLUTION No. 98.

By Local Union No. 44 (General Ware, Mixed) Sebring, O.

Whereas, We believe the time is here when we should cease paying for sweeping the clay shops; therefore be it

Resolved, That shops be swept at the expense of the firm and the sweeping be done between the hours of 6 p. m. and 5 a. m.

## RESOLUTION No. 138

By Local Union No. 66 (General Ware, Mixed) Crooksville, O.

Whereas, The sweeping of the clay shop is now paid for by the employes; therefore be it

Resolved, That the firm furnish a man to do the sweeping of the clay shop and to pay for same instead of the employes.

The committee recommended rejection of Resolutions Nos. 9, 51, 62, 76, 98 and 138.

On motion by T. M. Woods the committee's recommendation was concurred in.

## RESOLUTION No. 120.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, Nine hours is considered a day's work and is very hard and injurious; therefore be it

Resolved, That after the expiration of the present agreement eight hours shall constitute a day's work in the potting trade.

The committee recommended adoption.

The recommendation of the committee was adopted.



**RESOLUTION No. 163.**

By Local Union No. 86 (Warehousemen) East Liverpool, Ohio.

Resolved, That the following wage scale be adopted for warehousemen: First year, \$3.50 per day of eight hours; second year, \$4.25 per day of eight hours; third year, \$4.75 per day of eight hours; after third year, \$5.50 per day of eight hours; and that we be paid time and one-half for all over time work and double time for all Sunday work.

The committee recommended rejection.

The committee's recommendation was concurred in.

**RESOLUTION No. 165.**

By Local Union No. 86 (Warehousemen) East Liverpool, Ohio.

Resolved, That there shall be no women employed to do warehousemen's work without the permission from the warehousemen's local; and be it further

Resolved, That if the local permits the women to do said work they shall be paid warehousemen's scale of wages.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was adopted.

**REPORT OF COMMITTEE ON LAW.****RESOLUTION No. 31.**

By Local Union No. 16 (Saggermakers) East Liverpool, Ohio.

Whereas, The present system of apprenticeship is very unsatisfactory; therefore be it

Resolved, That at the expiration of the present agreement the firm pay the wages of an apprentice for the first two weeks, the apprentice to remain in the employ of that firm for one year.

**RESOLUTION No. 33.**

By Local Union No. 16 (Saggermakers) East Liverpool, Ohio.

Whereas, The long apprenticeship makes it difficult to secure apprentices; therefore be it

Resolved, That the rule governing saggermaking apprentices be changed to read three years instead of four years

The committee recommended the adoption of the following substitute for Resolutions Nos. 31 and 33:

Resolved, That the rule governing apprentice saggermakers be changed to read three years instead of four years; and be it further

Resolved, That the firm pay the apprentice for the first two weeks and the apprentice must remain in the employ of the firm until he finishes his trade.

Motion by George Chadwick that we concur in the recommendation of the committee.

Motion carried.

## RESOLUTION No. 175.

By Local Union No. 91 (Decorators) Trenton, N. J.

Resolved, That when a former member applies for reinstatement he or she shall first pay into the local all dues, fines or assessments of any kind charged against them at the time of their suspension from said local, this to go to the local treasury, and the applicant shall also pay the sum of \$5 for reinstatement, \$2.50 to go to the local and \$2.50 to the national treasury.

The committee recommended rejection.

On motion the committee's recommendation was concurred in.

## RECOMMENDATION OF LAW COMMITTEE

We, the Committee on Law, recommend that Section 122 of the Constitution be amended to read as follows:

Any member who gives up his employment in the pottery or loses his position from any cause and accepts work either permanently or temporarily at some other trade or calling not under the jurisdiction of the N. B. of O. P., may retain his or her membership in his or her local with a voice but no vote. In case of strikes or lockouts they will not be entitled to strike benefits, and will not be entitled to represent their local in convention or conferences, nor entitled to hold office, either local or national. This does not deny members the privilege of taking out an honorary membership if they so desire.

Motion by George Chadwick that we concur in the recommendation of the committee.

Amendment by T .B. Dennis that we strike out the word "permanent" and insert the words "be given a voice in meetings by consent of the local union."

Motion by Bro. Caren that the recommendation offered by the committee be referred back.

The motion to refer back carried by a vote of 48 to 44.

(For final action on this matter see Wednesday afternoon's minutes, July 9th.)

Announcements were then made by the chairmen of the different committees after which the convention adjourned until 2:30 p. m.

## Monday, July Seventh

### AFTERNOON SESSION

The convention was called to order at 2:45 p. m. with President Menge in the chair.

The minutes of the previous session were read and approved.

Bro. Hanson of Local Union No. 96, Perth Amboy, N. J., was present at the opening of this session and he was given the permission of the floor in accordance with the action taken at a previous session of the convention.

Bro. Hanson, as spokesman for L. U. No. 96, stated that the local had been slighted in the past and requested that the convention declare off the strike at Perth Amboy and also to secure them an increase in wages or an agreement with the manufacturers.

The delegates of L. U. No. 45 asked for a ruling on Resolution No. 11 which had been passed at the morning session. The ruling made by President Menge was that Resolution No. 11 applied only to the general ware and china trades.

#### REPORT OF COMMITTEE ON LAW.

##### RESOLUTION No. 6.

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Whereas, The present method of maintaining the tuberculosis fund does not meet with the approval of a great many members of the different crafts, and its upkeep depends on the generosity of those whose sympathies are with their afflicted brothers and sisters. As it is not compulsory in its nature, the tuberculosis day donations do not receive the consideration they should; therefore be it

Resolved, That Section 123 of our National Constitution be re-arranged to read as follows: "The funds necessary for the maintainance of the tuberculosis fund shall be derived from a part of the death insurance fund and drawn upon when needed by the National Secretary-Treasurer, to be expended for sanatorium treatment of members of the N. B. of O. P. suffering from tuberculosis and other pulmonary diseases, as hereinafter provided."

The committee recommended rejection.

On motion by George Chadwick the recommendation of the committee was concurred in.

##### RESOLUTION No. 2

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Resolved, That in times of depression in the pottery in-

dustry no apprentice shall be permitted to start at this trade when a competent journeyman can be secured.

### RESOLUTION No. 25.

By Local Union No. 10 (Turners and Handlers) East Liverpool, Ohio.

Whereas, We believe that it is an injustice for a turner to start as an apprentice at 33  $\frac{1}{3}$  % off; and

Whereas, It has been the custom for a turner to start the apprentice and teach him without any compensation; therefore be it

Resolved, That the apprentice turner's wage scale be amended to read as follows: First year 20 per cent off, second year 15 per cent off, third year 10 per cent off; and be it further

Resolved, That the journeyman turner be paid per hour for the time spent teaching the apprentice. The journeyman shall not be responsible for the apprentice's work.

### RESOLUTION No. 129.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, Many journeymen are kept from employment on account of the trade being flooded with apprentices; therefore be it

Resolved, That no apprentices be allowed to start in any branch of the trade as long as a journeyman can be secured; and be it further

Resolved, That any firm desiring help must make application to the N. B. of O. P. and if the N. B. of O. P. cannot furnish journeymen at the end of three weeks, said firm be allowed to start an apprentice.

The committee recommended the adoption of the following substitute for Resolutions Nos. 2, 25 and 129:

Resolved, That no apprentice be started in any trade where there is a number of journeymen loafing and unable to get employment. Any firm desiring help shall make application to the national office and if at the end of one week no journeymen can be secured the firm shall be given permission to start an apprentice; be it further

Resolved, That when a journeyman is required to lose time teaching an apprentice the journeyman shall be paid by the firm for all time lost.

On motion by George Chadwick the recommendation of the committee was concurred in.

### RESOLUTION No. 164.

By Local Union No. 86 (Warehousemen) East Liverpool, Ohio.

Resolved, That the following ratio apprentice scale be adopted: That not more than one apprentice be employed to every five journeymen, and that no apprentice be put to work while there is a journeyman unemployed; and be it further

Resolved, That when an extra apprentice is allowed to start in any branch of the trade and it is not necessary for any journeymen to make any sacrifice in teaching him the oldest apprentice in that branch shall be paid at the journeyman rate for the balance of his apprenticeship period.

The committee recommended the adoption of the following substitute for Resolution No. 164:

Resolved, That the ratio for apprentice warehousemen shall be one apprentice to every five journeymen; and be it further

Resolved, That when an extra apprentice is allowed to start at this branch of the trade the oldest apprentice shall be paid the journeyman rate of wages during the balance of his apprenticeship.

The recommendation of the committee was adopted.

#### RESOLUTION No. 173, AS AMENDED

By Local Union No. 91 (Decorators) Trenton, N. J.

Whereas, We feel that the placing of so many apprentices in the various branches of the decorating trade will soon become a menace and work hardships to our members; therefore be it

Resolved, That the ratio of apprentices to a shop shall be one (1) apprentice to ten (10) journeymen or women.

The committee recommended adoption with a change in the ratio of apprentices from one to ten, to one to five.

On motion by George Chadwick the recommendation of the committee was concurred in.

#### RESOLUTION No. 189

By Local Union No. 10 (Turners and Handlers) E. Liverpool, O.

The committee recommended adoption.

Motion by T. B. Dennis that the recommendation of the committee be concurred in.

Motion by Longmuir that the resolution be referred back to the committee.

The motion to refer carried.

(For final action on Resolution No. 189 see Wednesday morning's session, July 9th.)

### REPORT OF SANITARY PRICE LIST COMMITTEE.

#### RESOLUTION No. 56

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

The committee recommended adoption as amended.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion by Croxall that Resolution No. 56 be referred back to the committee for reconstruction.

Motion to refer back carried.

(For final action on Resolution No. 56 see Wednesday morning's minutes, July 9th.)



## RESOLUTION No. 103.

By Local Union No 45 (Sanitary Pressers) Trenton, N. J.

Whereas, The present time of expiration of sanitary agreement, we are convinced, does not work to the best interest of our branch of trade in securing improved working conditions or adequate wages; therefore be it

Resolved, That the sanitary agreement shall end on the last day of March, 1920. The executive board to arrange as soon as convenient the requested change.

The committee recommended that the word "March" be stricken out and the word "August" inserted and that the resolution as amended be adopted.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion to concur lost.

Motion by T. B. Dennis that we adopt Resolution No. 103 as presented.

Motion lost.

## RESOLUTION No. 168.

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal-

Resolved, That when an employer shall close his plant, for any reason or no reason, he shall give notice to the employes stipulating the time of suspending work. In case notice is not given, or not properly given, the said employer shall pay the full wages of his employes for the period during which men were waiting and really at the disposal of the employer.

The committee recommended that the resolution be referred back to the local.

On motion the committee's recommendation was adopted.

## RECOMENDATION OF COMMITTEE ON HEALTH.

We, your Health Committee, recommend for adoption the taking of a referendum vote of the trade for the purpose of establishing an industrial sick, disability and old age pension fund, jointly with our employers as outlined by the Eastern health committee in the health inspector's report, and in the event of a two-third majority vote being favorable in either the general ware or sanitary trade and the employers in either or both branches of the industry are also favorable to the establishment of this fund. The national health committee are authorized to take such steps as may be deemed necessary to get this fund in operation. Membership in this fund to be compulsory on all employes in the industry adopting it.

The plan as outlined was read by Health Inspector William Mushet after which, upon the request of the Health Committee, the matter was laid over to be taken up again at Tuesday morning's session.

## RESOLUTION No. 190

By Local Union No. 53 (Finishers) East Liverpool, Ohio.

Whereas, We have found there are many ball-bearing whirlers in use in some shops, and as they have been found to be a great help to the finishers to make their work easier; therefore be it

Resolved, That an effort be made by the health inspector to install ball-bearing whirlers in all clay shops.

The committee recommended adoption.

On motion by George H. Cartlidge the committee's recommendation was adopted.

## REPORT OF COMMITTEE ON RESOLUTIONS

## RESOLUTION No. 187

By Local Union No. 103 (General Ware, Mixed) Erwin, Tenn.

Whereas, It is a known fact that many labor leaders throughout the country have made themselves objectionable to the employing class by their tireless efforts to release all workers from economic and political bondage; and

Whereas, These ruling classes are considering deportation of said labor leaders; therefore be it

Resolved, That this convention protest against such unlawful acts.

Whereas, During the war period the rights of free speech and free assemblage have been denied; and

Whereas, Laws have been made which petty officers construe in order to throw into prison men and women who dare voice their sentiments in favor of justice and freedom; therefore be it

Resolved, That this convention demand the rights guaranteed by the constitution of the U. S.; and be it further

Resolved, That we demand the release of all prisoners convicted under the espionage act; be it further

Resolved, That we demand the repeal of the espionage law.

The committee recommended the adoption of the following substitute for Resolution No. 187:

Resolved, That all laws enacted as war measures that in any way infringe upon the right of free speech, a free press and the freedom of assembly be repealed and that the national secretary be and is hereby instructed to communicate the Brotherhood's desires in this respect to the proper officials at Washington, D. C.

Motion by Will T. Blake that we concur in the recommendation of the committee.

Motion carried.

## REPORT OF COMMITTEE ON STATE OF ORDER

## RESOLUTION No. 112.

By Local Union No. 53 (Finishers) East Liverpool, Ohio

Whereas, We, the Finishers of Local Union No. 53, feel

there is a hardship being brought upon us in our work on account of large amount of ware being made by the greater number of jiggermen, in from six and a half to seven hours per day, and

Whereas, It is impossible for a finisher to finish the big day's work the way it should be finished in the same time the jiggermen spend in making it; and

Whereas, Finishers have to stay as long as two hours after the jiggermen and boys have gone home, to finish the work and move boards which is the work of the jiggermen and boys, and we feel that it is an injustice for them to go home and leave the finishers to do their work; therefore be it

Resolved, that a day's work be established in all branches of the jiggermen's trade; and be it further

Resolved, That jiggermen and boys and finishers be required to work no less than eight hours; and be it further

Resolved, That they make the day's work in said eight hours, and no more, thereby doing away with the speeding up system.

The committee recommended adoption.

Motion by Louis Driber that we concur in the recommendation of the committee.

Motion carried.

#### RESOLUTION No. 154

By Local Union No. 76 (General Ware, Mixed) Buffalo, N. Y.

The committee recommended adoption.

Motion by Driber that we concur in the recommendation of the committee.

Motion by Potts that we refer the resolution back to the committee.

The motion to refer carried by a vote of 52 to 32.

(For final action on Resolution No. 154 see Thursday morning's minutes, July 10th.)

#### RESOLUTION No. 60.

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Seattle, Wash., March 12th, 1919.

To All Organizations Affiliated with the American Federation of Labor.

Greetings:

The Seattle Central Labor Council respectfully urges your most careful and thoughtful consideration of the enclosed proposals for the reconstruction of our organization along lines dictated by present-day industrial conditions, and earnestly requests your most energetic co-operation in bringing about these essential improvements in the interests of the wage-earners.

President Lincoln, speaking at Hartford in 1860, said: "Thank God we have a system of labor where there can be a strike. Whatever the pressure, there is a point where the workingman may stop."

Yet, what does the right to strike avail us if we strike in such small units as to make us an easy prey to those who seek to exploit us? As a matter of fact, the more effectually we

prepare to strike, the less striking we will have to do.

Let us remember the advice of Wendell Phillips: "Organize and STAND TOGETHER. Let the Nation hear a UNITED demand from the laboring voice."

Sometimes rivals criticize us because of our obvious weaknesses, but we have nothing to fear from rivals so long as we will profit by experience and through the application of the results of our best thought and study keep strengthening our organization according to the dictates of common sense and practicability.

Believing that the above represents the sentiment of an overwhelming majority of the membership of the American Federation of Labor, this Council submits the following propositions to you with the modest request that they be analyzed and judged solely upon their merits, and if you feel as we do, that you put forth your utmost efforts to carry them into effect.

Whereas, Experience of the most ardent and loyal trade unionists in carefully and deliberately planning to invoke the use of the strike weapon as a last resort in their efforts to secure certain measures of justice (especially at times when delay might prove fatal to their cause) have demonstrated weaknesses in our organizations which should be promptly remedied, notable among which is the necessity of as many as twenty different local unions represented in one plant (and desiring to act as a unit under a blanket agreement) communicating with that number of internationals for sanction and securing twenty replies, all of which must harmonize before joint action can be legally taken, the detrimental effect of which must be obvious to all; and

Whereas, The continued existence of craft units in given localities as at present appears to be distinctly desirable and necessary for the transaction of business of a technical nature; now, therefore be it

Resolved, That the Central Labor Union of Seattle and vicinity request all local unions within its jurisdiction to call upon their respective internationals to immediately submit the following propositions to a referendum vote of their membership:

PROPOSITION No. 1: Shall this international, by referendum vote, select three of its members to represent this international in conference at a time and place to be named (preferably by the President of the American Federation of Labor) at as early a date as possible after such election, for the purpose of effecting the amalgamation and consolidation of all international unions into as nearly as possible twelve units, grouped approximately as follows:

Amusement trades, building trades, clothing and textile trades, culinary and provision trades, marine and transport workers, metal trades, mine workers, postal and federal office employes, printing trades, railway workers, telegraph and telephone workers, timber workers; allowing local unions to retain their present status and at the same time permitting them to act as a group unit dealing with an international unit, thus greatly adding to our organizations' efficiency and very materially reducing overhead expenses.

Note: It is suggested that in case of favorable action the international financial secretary should be one of the delegates.

PROPOSITION No. 2: In case of favorable action upon

Proposition No. 1, shall your delegates be instructed to work out a plan at said conference for the interchange or transfer of card without cost into any local union by any member of another union qualified by experience and ability to work under the jurisdiction of the union into which he or she may seek admission?

PROPOSITION No. 3: In case of favorable action upon Proposition No. 1 shall your delegates be instructed to work out a benefit plan which shall be just and equitable to all organizations based upon the length of time the beneficiary has held continuous membership in the American Federation of Labor rather than the period of membership in any particular craft union?

PROPOSITION No. 4: Shall this organization use its best influence to encourage the making of blanket agreements to cover all crafts in a given plant, endeavoring to secure uniformity of wages according to skill, and discourage local unions entering into individual agreements without regard for the welfare of other unionists in the same plant?

PROPOSITION No. 5: In case of favorable action upon Proposition No. 1 shall the plans worked out in said conference be submitted to our membership for ratification together with any further suggestions from the conference calculated to facilitate the operation of the proposed plans, and in no way conflicting with them? And further be it

Resolved, That all local unions in this community, having the ability, be requested to communicate with all local unions of their own crafts, urging favorable action upon these resolutions, sufficient copies of which will be furnished by this Council; and further be it

Resolved, That each Central Labor Council within the jurisdiction of the A. F. of L. be earnestly requested to duplicate the action of this Council in its own vicinity.

Respectfully submitted,

SEATTLE CENTRAL LABOR COUNCIL,

James A. Duncan.

The committee recommended rejection.

On motion the committee's recommendation was adopted.

### RESOLUTION No. 113

By Local Union No. 53, East Liverpool, Ohio.

The committee recommended that the resolution be referred to the convention.

Motion by Driber that we concur in the recommendation of the committee.

The motion carried.

Motion by William Shenton that Resolution No. 113 be adopted.

Motion by A. V. Cline that the resolution be referred back to the jiggersmen and finishers' locals in East Liverpool to put some plan covered by the resolution into effect.



Amendment by McGowan that Resolution No. 113 be referred to the jiggermen and finishers of this convention for consideration and to report back to the convention.

The amendment to refer the resolution to the jiggermen and finishers of the convention carried.

Announcements were then made by the chairmen of the different committees after which the convention adjourned until 9:30 Tuesday morning.

## Tuesday, July Eighth

### MORNING SESSION

The convention was called to order at 9:45 with President Menge in the chair.

The minutes of the previous session were read and approved.

Motion by Shenton that we reconsider the substitute for Resolutions Nos. 2, 25 and 129 which was adopted at Monday afternoon's session.

Motion carried.

Motion by Cox that the resolutions covered by the substitute be referred back to the committee.

The motion carried.

(For final action on substitute for Resolutions Nos. 2, 25 and 29 see Wednesday morning's minutes, July 9th.

#### REPORT OF COMMITTEE ON GENERAL WARE PRICE LIST

##### RESOLUTION No. 13.

By Local Union No. 6 (General Ware, Mixed) Wheeling, W. Va.

Whereas, Under the present high cost of living \$5.00 per day for jiggermen is not enough; therefore be it

Resolved, That all jiggermen shall receive 90 cents per hour when working day wage.

##### RESOLUTION No. 29.

By Local Union No. 12 (Jiggermen) East Liverpool, Ohio.

Whereas, When the price of making cups, mugs and bowls was established the firms were using white granite and C. C. bodies, and the weight of cups were such as to insure the jiggermen from loss; and

Whereas, We are now using semi-porcelain bodies and the ware is made much thinner and there is more loss in handling of same after it leaves the jiggerman; therefore be it

Resolved, That hereafter the jiggermen making cups, mugs and bowls have their ware counted when they deliver same to the cellar.

##### RESOLUTION No. 88.

By Local Union No. 40 (Jiggermen and Dishmakers) Trenton, N. J.

Resolved, That all plain edge plates, flat and deep, also coupes, be paid same as festoon.

## RESOLUTION No. 89.

By Local Union No. 40 (Jiggersmen and Dishmakers) Trenton,  
N. J.

Resolved, That where a jiggerman works without a crew the firm shall assist said jiggerman to carry his work out.

## RESOLUTION No. 90.

By Local Union No. 40 (Jiggersmen and Dishmakers) Trenton,  
N. J.

Resolved, That the price for jigging all oat meals, five inch fruits and berry saucers shall be  $5\frac{1}{2}$  cents per dozen; individual butters 3 cents per dozen, coffee saucers 4 cents per dozen, extra large coffee saucers  $4\frac{1}{2}$  cents per dozen and jumbo saucers 5 cents per dozen.

## RESOLUTION No. 92.

By Local Union No. 40 (Jiggersmen and Dishmakers) Trenton,  
N. J.

Resolved, That all nappies, white granite and C. C., from six inch to ten inch, be increased to ten cents per dozen.

## RESOLUTION No. 99.

By Local Union No. 44 (General Ware, Mixed) Sebring, O.

Whereas, We, the jiggersmen, are compelled to pay our batterouts and mould runners the same wages for making plain edged ware as festooned ware and are unable to make the same wages ourselves; therefore be it

Resolved, That the same price be paid for plain edged ware as festooned ware.

## RESOLUTION No. 140.

By Local Union No. 71 (General Ware, Mixed) Salineville, O.

Resolved, That inasmuch as all other plain jigged ware pays festoon prices, plain plates should also pay festoon prices.

## RESOLUTION No. 142.

By Local Union No. 74 (General Ware, Mixed) Carrollton, O.

Resolved, That all plain ware paying less than festoon edge ware be paid for at the same list price as festoon edge, both for jigging and finishing.

The committee recommended adoption of the following substitute for Resolutions Nos. 13, 29, 88, 89, 90, 92, 140 and 142:

Resolved, That we ask for an increase of one-half cent per dozen on all plain edge plates, coupe soups, deep plates, oat meals, 5-inch fruits and berry saucers, and one-fourth cent on plain individual butters. And that all nappies from 6-inch up to 10-inch be increased to 10 cents per dozen straight.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

#### RESOLUTION No. 12.

By Local Union No. 6 (General Ware, Mixed) Wheeling, W. Va.

Resolved, That, owing to the high cost of living, there shall be an increase in wages to the trade in general.

#### RESOLUTION No. 100.

By Local Union No. 44 (General Ware, Mixed) Sebring, O.

Whereas, The recent increases granted have not been in proportion to increases received by other skilled tradesmen; therefore be it

Resolved, That we ask for an increase of ten per cent in addition to all increases granted since the signing of the 1915 wage scale.

#### RESOLUTION No. 126.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, The cost of living is still advancing and the only relief we can see is for an advance in wage; therefore be it

Resolved, That the general ware trade demand a 20 per cent increase throughout the trade.

The committee recommended the rejection of Resolutions Nos. 12, 100 and 126.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No. 17.

By Local Union No. 6 (General Ware, Mixed) Wheeling, W. Va.

Resolved, That, owing to the large number of shops that are installing automatic jiggers, jiggermen who work on automatic jiggers shall have the privilege of either working piece or day work; day work to be paid for at the rate of 90 cents per hour.

The committee recommended adoption with the piece work stricken out and \$1.00 per hour inserted instead of 90 cents per hour.

On motion the recommendation of the committee was adopted.

## RESOLUTION No. 23.

By Local Union No. 10 (Turners and Handlers) East Liverpool, Ohio.

Whereas, No other craft in the clay shop except the turners have semi-hotel in their price list at a less price than hotel; therefore be it

Resolved, That the semi-hotel be paid regular hotel prices.

The committee recommended adoption.

The committee's recommendation was concurred in.

## RESOLUTION No. 81.

By Local Union No. 40 (Jiggermen and Dishmakers) Trenton, N. J.

Resolved, That all journeymen hand dishmakers and dish jiggermen be paid at the rate of 87½ cents an hour for making dishes and bakers, and casting the same, and manufacturers to pay all help when it is necessary to work day wage, and that eight hours shall constitute a day's work and anyone who is compelled to work over eight hours to be paid time and a half for all such work.

The committee recommended adoption with the rate of wages changed from 87½ cents to \$1.00 per hour.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Amendment by Dupuy that the words "dishmakers and dish jiggermen" be stricken out and insert the words "all clay workers."

The amendment carried.

The motion as amended carried.

## RESOLUTION No. 80.

By Local Union No. 40 (Jiggermen and Dishmakers) Trenton, N. J.

Whereas, The present price of making bakers is not satisfactory; therefore be it

Resolved, That all bakers be advanced two (2c) cents per dozen on each size; and be it further

Resolved, That bakers made on jiggers and in china clay take the same increase

The committee recommended rejection.

The committee's recommendation was adopted.

## RESOLUTION No. 82.

By Local Union No. 40 (Jiggermen and Dishmakers) Trenton, N. J.

Whereas, The present price for making large dishes is not satisfactory; therefore be it

Resolved, That the price of dishes from 10 inch and up to 20 inch be advanced five cents a dozen on each size; and be it further



Resolved, That dishes made in china and on jiggers be given the same increase.

The committee recommended rejection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 83.

By Local Union No. 40 (Jiggermen and Dishmakers) Trenton,  
N. J.

Whereas, The prices in the uniform list were based on the quantity of work a man could make with a full crew of helpers! therefore be it

Resolved, That when a jiggerman is compelled to work alone he shall receive the 20 per cent allowed to mouldrunner and batterout.

The committee recommended rejection.

The committee's recommendation was adopted.

#### RESOLUTION No. 85.

By Local Union No. 40 (Jiggermen and Dishmakers) Trenton,  
N. J.

Resolved, That 24's bowls, made in china, be increased two cents per dozen and 30's bowls one cent per dozen.

The committee recommended rejection.

On motion the convention concurred in the recommendation of the committee.

#### RESOLUTION No. 86.

By Local Union No. 40 (Jiggermen and Dishmakers) Trenton,  
N. J.

Resolved, That when any articles are made on china shapes they shall pay china prices.

The committee recommended adoption.

On motion by T. M. Woods the committee's recommendation was adopted.

#### RESOLUTION No. 87.

By Local Union No. 40 (Jiggermen and Dishmakers) Trenton,  
N. J.

Resolved, That cup makers be paid for all cups that go in damp cellar, or receive six dozen on the hundred dozen.

The committee recommended adoption.

The committee's recommendation was concurred in.

#### RESOLUTION No. 91.

By Local Union No. 40 (Jiggermen and Dishmakers) Trenton,  
N. J.

Resolved, That all St. Denis and tulip bowls, all sizes, be increased one cent per dozen, also oysters and all bowls up to 24's, sponged or turned.

The committee recommended rejection.

The committee's recommendation was concurred in.

#### RESOLUTION No. 143.

By Local Union No. 74 (General Ware, Mixed) Carrollton, O.

Whereas, We feel that plain edge ware is not paid for at the present price for finishing; therefore be it

Resolved, That this convention establish some means of granting an increase for the finishing of plain edge ware.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No. 162.

By Local Union No. 86 (Warehousemen) East Liverpool, Ohio.

Whereas, The warehousemen at present are working nine hours per day which we think is an injustice to the entire pottery trade; therefore be it

Resolved, That eight hours shall constitute a day's work for all warehousemen.

The committee recommended rejection.

The committee's recommendation was adopted.

#### RESOLUTION No. 182.

By Local Union No. 99 (General Ware, Mixed) Clarksburg, W. Va.

Whereas, We find all plain edge dishes and bakers are not paid for; therefore be it

Resolved, That festoon price be paid for all plain edge dishes and bakers.

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion by Hartzel that Resolution No. 182 be referred back to the committee.

Motion to refer back lost.

The motion to adopt the recommendation of the committee was defeated.

Motion by Shenton that we adopt the resolution as read.

Motion to adopt Resolution No. 182 as read was carried.

#### REPORT OF COMMITTEE ON HEALTH.

Recommendation of Health Committee on industrial, sick, disability and old age fund.

Motion by George H. Cartlidge that we adopt the recommendation of the committee.

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Motion by T. B. Dennis that the recommendation of the Health Committee be taken up as the first order of business at the afternoon session.

Motion carried.

Announcements were then made by the chairmen of the different committees after which the convention adjourned until 2:30 p. m.

## Tuesday, July Eighth

### AFTERNOON SESSION

The convention was called to order at 2:45 with President Menge in the chair.

The minutes of the previous session were read and approved.

President Menge announced that Bro. Bill Jones of the Teamsters' Union of America was present and desired to address the delegates.

Motion by John Brennan that Bro. Jones be allowed the privilege of the floor.

The motion carried and the brother was given permission to address the delegates.

Resolution No. 81, passed at the morning's session, giving \$1.00 per hour to all clay workers, is intended to take in the journeymen of the following trades: Pressers, casters, turners, handlers, stickers-up, jiggersmen and dishmakers.

### REPORT OF COMMITTEE ON HEALTH.

#### RECOMMENDATION OF HEALTH COMMITTEE.

We, your Health Committee, recommend for adoption the taking of a referendum vote of the trade for the purpose of establishing an industrial sick, disability and old age pension fund, jointly with our employers as outlined by the Eastern health committee in the health inspector's report, and in the event of a two-third majority vote being favorable in either the general ware or sanitary trade and the employers in either or both branches of the industry are also favorable to the establishment of this fund, the national health committee are authorized to take such steps as may be deemed necessary to get this fund in operation. Membership in this fund to be compulsory on all employes in the industry adopting it.

The motion before the convention at the close of the morning's session was to adopt the recommendation of the committee.

Motion by Harry Glover that the proposition be referred to the 1920 convention.

Motion to refer lost.

The previous question was called for and on motion was defeated.

Motion by Bowers that debate now close on the recommendation of the Health Committee.

The motion to adopt the recommendation of the Health Committee carried by a vote of 65 for to 25 against.

The following delegates asked to be recorded as voting against the recommendation of the Health Committee: W. H. Cox, G. A. Dawson, John W. Potts, C. A. Goodballet, Lida Smith, Mary Hanley, James I. Sullivan, R. C. Larkins, R. E. Smoyer and Parker Zentz.

#### RECOMMENDATION OF HEALTH COMMITTEE No. 2

The dippers of this convention, general ware and sanitary ware, go on record as favoring the proper cleaning of all ware required to be done at the dipping tub, or with the damp carpet, and that they cooperate with the kilnmen in having all boards washed before being used the second time and both parties mutually work to keep down dust, and in case of china ware, which cannot be cleaned wet, the firm to have same cleaned for the kilnmen.

The committee recommended adoption.

Motion by George H. Cartlidge that the recommendation of the committee be concurred in.

Motion carried.

#### RESOLUTION No. 170.

By Local Union No. 89 (Sanitary, Mixed) Richmond, Cal-

Resolved, That the national health committee be instructed by the convention to give three months notice to the manufacturers for the installation of ventilators, such installation being called for by state laws, nearly in every state of the union; and having been placed in many potteries in the East, through the activities and competency of our national health committee.

The committee recommended the adoption of the following substitute for Resolution No. 170:

Whereas, The greatest need in our shops today for the protection of the workers' health is ventilation, elimination of dust and the proper sweeping of workshops; therefore be it

Resolved, That the health inspector be instructed to take up with each and every employer on his first visit to the factories the necessity of installing such ventilation as may be required and the proper sweeping of workshops with oiled sawdust after 5 p. m., or before 6 a. m.; and be it further

Resolved, That all workers be requested to eliminate dust as far as possible and that they wear an impermeable apron, or wash the aprons now in use every evening.

Motion by George H. Cartlidge that we concur in the recommendation of the committee.

Amendment by T. B. Dennis that the words "general ware only" be inserted in reference to time set for sweeping of shops.

Amendment carried.

Motion as amended carried.

#### RECOMMENDATION OF HEALTH COMMITTEE No. 3

We recommend that the asthma treatment be continued for another year.

On motion the recommendation of the committee was concurred in.



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**REPORT OF COMMITTEE ON LAW**

We, your Committee on Law, recommend that Section 14 of the National Constitution be amended to read as follows:

The manager of the Potters Herald shall be allowed to sit in all conventions with all the privileges of duly elected delegates, expenses to be borne by the N. B. of O. P.

Motion by George Chadwick that we concur in the recommendation of the committee.

Motion carried.

We, your Committee on Law, recommend that Section 19 of the National Constitution be amended to read as follows:

The only representatives to attend the convention at the expense of the general fund of the N. B. of O. P. shall be the Executive Board and the manager of the Potters Herald.

On motion the committee's recommendation was concurred in.

We, your Committee on Law, recommend that the rule adopted at the 1915 convention, permitting chairmen of standing committees to attend conferences, be repealed.

The recommendation of the committee was adopted.

**RESOLUTION No. 193**

By Local Union No. 4 (Pressers) East Liverpool, Ohio

Resolved, That Section 125 of the National Constitution be repealed.

The committee recommended adoption.

Motion by George Chadwick that the recommendation of the committee be adopted.

Motion carried.

(For further action on Resolution No. 193 see minutes Wednesday morning, July 9th.)

**RESOLUTION No. 102**

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

The committee recommended the adoption of a substitute for Resolution No. 102.

Motion by George Chadwick that we concur in the recommendation of the committee.

The hour of adjournment having arrived announcements were made by the chairmen of the different committees after which the convention adjourned with Resolution No. 102 still before convention.

## Wednesday, July Ninth

### MORNING SESSION

The convention was called to order at 9:45 with President Menge in the chair.

The minutes of the previous session were read and approved.

#### REPORT OF COMMITTEE ON LAW

##### RESOLUTION No. 102

By Local Union No. 45 (Sanitary Pressers) Trenton, N. J.

Whereas, We believe that Section 3 of the national death benefit insurance laws works a hardship on many members who get in arrears in their dues; therefore be it

Resolved, That Section 3 of insurance laws be stricken out and the following substitute adopted:

Section 3. Any member becoming in arrears for one month's dues or assessments shall have the sum of \$25.00 deducted from his (or her) death benefits for a period of one month (after such arrearages are paid) for two months arrearages shall have the sum of \$50.00 deducted from his (or her) benefits for a period of two months (after such arrearages are paid). Any member becoming three months in arrears shall not again participate in the insurance fund until three months after all arrearages are paid. All laws that conflict with the above law (Section 3) are hereby repealed.

The committee recommended the adoption of the following substitute for Resolution No. 102:

Members are urged to pay their dues quarterly in advance, and pay their defense assessments in full at the end of the pay.

Any member one month in arrears for dues, counting from the first day of the month in which such dues are due, and failing to pay same on or before the last meeting night of the local union in the following month, or failing to pay defense assessments within one month after such assessments are due, shall have the sum of \$25.00 deducted from his insurance benefits.

In order to regain the amount deducted, such member shall be required to pay up his arrearages and be in good standing for a period of one month for each intermittent offense.

Any member failing to pay dues or assessments for three consecutive months shall lose his standing as a beneficiary member, and shall be required to pay up his arrearages and be in good standing for a period of three months to be restored to his former standing.

Any member owing from four to six months dues or assessments shall lose his standing as a beneficiary member, and shall be required to pay up all of his arrearages and be in good standing for a period of six months to be restored to his former standing.

Any member owing more than six months dues or assessments shall lose his standing as a beneficiary member, and shall not again participate in the insurance fund, except as provided in section 2 of the insurance laws.

Resolution No. 102 and the substitute offered by the Law Committee were before the convention at the close of Tuesday afternoon's session.

The motion before the convention was to concur in the recommendation of the committee.

The substitute was divided into five parts and taken up separately.

No. 1. Members are urged to pay dues quarterly in advance, and pay their defense assessments in full at the end of each pay.

Motion by Chadwick that we adopt Section No. 1.

Amendment by T. B. Dennis that we strike out the words "are urged to" and insert the word "shall."

The amendment was withdrawn.

The motion to adopt Section 1 carried.

No. 2. Any member one month in arrears for dues, counting from the first day of the month in which such dues are due, and failing to pay same on or before the last meeting night of the local union in the following month, or failing to pay defense assessments within one month after such assessments are due, shall have the sum of \$25.00 deducted from his insurance benefits.

In order to regain the amount deducted, such member shall be required to pay up his arrearages and be in good standing for a period of one month for each intermittent offense.

Motion by Dennis that we adopt Section 2 as read.

Amendment by Wm. H. Cox that we strike out the word "last" and insert the word "first" before the words "meeting night."

Amendment lost.

Motion to adopt Section 2 as read carried.

No. 3. Any member failing to pay dues or assessments for three consecutive months shall lose his standing as a beneficiary member and shall be required to pay up his arrearages and be in good standing for a period of three months to be restored to his former standing.

Motion by Ward that Section 3 be adopted as read.

Motion carried.

No. 4. Any member owing from four to six months' dues or assessments shall lose his standing as a beneficiary member and shall be required to pay up all arrearages and be in good standing for a period of six months to be restored to his former standing.

On motion by Ward Section 4 was adopted as read.

No. 5. Any member owing more than six months' dues or assessments shall lose his standing as a beneficiary member and shall not again participate in the insurance fund except as provided in Section 2 of the insurance laws.

Motion by Dennis that we adopt Section 5 as read.

Motion carried.

Motion by A. T. C. Potts that we adopt the recommendation of the committee as a whole.

Motion carried.

Motion by Alex Young that we reconsider the action taken on Resolution No. 193, repealing Section 125 of the National Constitution at Tuesday afternoon's session.

The motion carried by a vote of 76 to 5.

Motion by Bentley that Resolution No. 193 be referred back to the Committee on Law.

Motion carried.

(For final action on Resolution No. 193 see Thursday morning's minutes, July 10th.)

We, your Committee on Law, recommend the following as a penalty to members failing to comply with Section 122 of the National Constitution:

Any member who has been out of the trade for six months consecutively, failing to take out honorary membership, shall be issued a withdrawal card.

Motion by Chadwick that we concur in the recommendation of the committee.

Substitute offered by Frank H. Hutchins:

After the word "work" in line ten of Section 122 of the Constitution strike out the remainder of the paragraph and insert the following:

"And conditions of the trade are such that there is opportunity of employment at their trade for all those who desire to follow it, and failing to avail themselves of this opportunity, they shall take out an honorary membership card, and neglecting to do so, the local union shall issue a withdrawal card."

On motion the substitute was adopted.

#### RESOLUTION No. 189

By Local Union No. 10 (Turners and Handlers) E. Liverpool, O.

Whereas, The turners west of the Allegheny mountains were not represented at the last conference, and as 80 per cent of the turners work in that district, and practically all data the manufacturers use in conference comes from that district; therefore be it

Resolved, That the turners and handlers west of the Allegheny mountains be given representation on the next conference committee.

The committee recommended that Resolution No. 189 be referred to the executive board to use their best judgment.

Motion by Chadwick that we concur in the recommendation of the committee.

Motion carried.

#### SUBSTITUTE FOR RESOLUTIONS Nos. 2, 25 and 129

Resolved, That no apprentices be started in any trade where there is a number of journeymen loafing and unable to get employment. Any firm desiring help shall make applica-

tion to the national office and if at the end of two weeks no journeyman can be secured the firm shall be given permission to start an apprentice; be it further

Resolved, That when a journeyman is required to lose time teaching an apprentice the journeyman shall be paid for the time lost by the firm.

Motion by Chadwick that we concur in the recommendation of the committee.

Motion carried.

## REPORT OF SANITARY PRICE LIST COMMITTEE

### RESOLUTION No. 56.

By Local Union No. 26 (Sanitary, Mixed) Kokomo, Ind.

Whereas, The sanitary trade has increased to such proportions west of the Allegheny that it is an impossibility to get the troubles of this portion of our trade before the executive board in the proper manner on account of the fact that such troubles cannot be intelligently delivered only by person; therefore be it

Resolved, That there be a provision made by the 1919 convention to give us the necessary relief either through the establishment of a western standing committee, which we most favor, or some other method.

The committee recommended that the following substitute be adopted for Resolution No. 56:

Resolved, That we establish a Western Sanitary Standing Committee to which shall be referred all disputes in sanitary shops west of the Allegheny mountains. Said committee shall be composed of two members from the clay working branch and one from the other branches of the trade.

The members of said committee shall be appointed by the Executive Board for a period of one year.

Said committee shall organize and select a chairman and secretary from its membership and fix the time and place for holding stated meetings.

The secretary shall keep a record of all settlements, and notify local unions submitting such disputes of the action taken. He shall also notify the Eastern Office of the N. B. of O. P. of all settlements and such settlements shall be entered in the stenographer's records of the sanitary standing committee's meetings.

Said committee shall cooperate with the Eastern Standing Committee in all matters relating to the adjustment of disputes submitted to them for settlement.

In order to have a complete record of all matters considered by said committee the secretary of the local union wherein a dispute is reported and referred to the standing committee, shall send notice of such dispute together with the particulars of the same to the Eastern Office on forms furnished for that purpose, and the vice president shall notify the secretary of the Western Standing Committee of such dispute and send a duplicate copy of statement sent to him by the secretary of the aforesaid local union, together with information



as to whether there has been any previous action on the part of the Eastern Sanitary Standing Committee relative to such subject.

Said committee shall confine its work to settlements of disputes over making prices of new articles, the responsibility for defective ware and other matters of strictly local or shop nature.

Said committee shall not make a ruling on any subject involving a trade issue, the deciding of which would establish a new rule or trade condition.

All evidence bearing on disputes submitted to said committee for settlement shall be sent to the meeting place of committee. If the dispute is of such a nature that a visit to the shop is necessary to get evidence a representative of each side may be delegated to make such a visit and report the result of said investigation to the joint committee.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

Announcements were then made by the chairmen of the different committees after which the convention adjourned until 2:30 p. m.

## Wednesday, July Ninth

### AFTERNOON SESSION

The convention was called to order at 2:30 p. m. with President Menge in the chair.

Absentee, John Shingler.

The minutes of the previous session were read and approved.

#### REPORT OF COMMITTEE ON RESOLUTIONS

##### RESOLUTION No. 192

By Local Union No. 98.

Whereas, Some letters have appeared in the Potters Herald slighting or abusing a brother and I believe this to be unfair and cowardly and to cause considerable discord in our organization; therefore be it

Resolved, That any letter mentioning a brother's name in a slighting or abusive manner must be signed for publication by the writer.

The committee recommended the adoption of the following substitute for Resolution No. 192:

Resolved, That when a member of the trade who is not the official correspondent of his or her local union addresses a communication for publication in the news columns of the Potters Herald, in which said writer makes a direct or an indirect attack on the standing, activities or personal character of another member, that said communication carry with it the name of the writer, or be withheld from publication.

Motion by Will T. Blake that the recommendation of the committee be adopted.

Motion carried.

#### REPORT OF GENERAL WARE PRICE LIST COMMITTEE

##### RESOLUTION No. 26.

By Local Union No. 10 (Turners and Handlers) East Liverpool, Ohio.

Whereas, We believe the following articles are not paid for, and as they have been before the standing committee for over two months and as yet the committee has taken no action on the readjustment of prices; therefore be it

Resolved, That the following articles be increased:

**Handling—**

Hotel and half thick cups from.....	4 ½	to	5 c
Block coffee cups .....	4	to	4 ½ c
Block tea cups .....	3 ½	to	4 c
Block A D cups .....	3 ½	to	4 c
Hotel dairy mugs .....	6	to	8 c
Hotel sugars, handling .....	8	to	10 c
Hotel sugars, ears .....	6	to	8 c
Mustard covers, cutting .....	4	to	5 c
Mustard, handling .....	4	to	4 ½ c

**Turning—**

St. Denis teas, complete, from.....	3	to	3 ½ c
St. Denis coffees, complete.....	3 ½	to	4 c
St. Denis teas, topping and polishing.....	1 ½	to	2 ½ c
St. Denis coffees, topping and polishing.....	1 ¾	to	3 c
Tulip teas .....	4 ½	to	5 c
Custard with stalk foot.....	8	to	12 c
Double egg cups made solid.....	9	to	14 c
30's dairy mugs .....	8	to	8 ½ c
24's dairy mugs .....	9	to	10 c
24's regular cable mugs .....	8 ½	to	12 c
30's regular cable mugs .....	7 ½	to	11 c
36's regular cable mugs.....	7	to	10 ½ c
42's regular cable mugs .....	6	to	9 ½ c
Single egg cups made solid.....	6	to	10 c
24's bowls .....	6	to	8 c
30's bowls .....	5 ½	to	7 c
36's bowls .....	5	to	6 c
Cups carried out, unhandled, ⅓ c per doz.			
30's hotel cable sugar bodies.....	6	to	7 ½ c
Hotel cable sugar covers .....	6 ½	to	9 c
24's oyster bowls .....	9 ½	to	10 c
30's hotel oyster bowls .....	8 ½	to	9 c
36's hotel oyster bowls .....	7 ½	to	8 c
42's hotel oyster bowls .....	7	to	7 ½ c

The committee recommended the following as a substitute for Resolution No .26:

Resolved, That the following articles be increased:

**HANDLING**

Hotel and half-thick cups from.....	4 ½	to	5 c
Block coffee cups .....	4	to	4 ½ c
Block tea cups .....	3 ½	to	4 c
Block A. D. cups.....	3 ½	to	4 c
Hotel dairy mugs .....	6	to	8 c

**TURNING**

St. Denis teas, complete, from.....	3	to	3 ½ c
St. Denis coffee, complete .....	3 ½	to	4 c
St. Denis teas, topping and polishing.....	1 ½	to	2 ½ c
St. Denis coffee ,topping and polishing.....	1 ¾	to	3 c
Tulip teas .....	4 ½	to	5 c
Custards, with stalk foot .....	8	to	9 ½ c
Double egg cups, made solid.....	9	to	14 c
30's dairy mugs .....	8	to	8 ½ c
24's dairy mugs .....	9	to	10 c

24's regular cable mugs .....	8½	to 10 c
30's regular cable mugs .....	7½	to 9 c
36's regular cable mugs .....	7	to 8½ c
42's regular cable mugs .....	6	to 7½ c
Single egg cups ,made solid.....	6	to 10 c
24's Bowls .....	6	to 8 c
30's Bowls .....	5½	to 7 c
36's Bowls .....	5	to 6 c
Cups carried out, unhandled, ½c per doz.		
30s hotel cable sugar bodies.....	6	to 7½ c
Hotel cable sugar covers.....	6½	to 8 c
24's oyster bowls .....	9½	to 10 c
30's hotel oyster bowls .....	8½ c	to 9 c
36's hotel oyster bowls .....	7½	to 8 c
42's hotel oyster bowls .....	7	to 7½ c
Motion by T. M. Woods that we concur in the recommendation of the committee.		
Motion carried.		

## RESOLUTION No. 24.

By Local Union No. 10 (Turners and Handlers) East Liverpool, Ohio.

Whereas, We believe the footed ice cream dish made at the Taylor, Smith & Taylor pottery is underpaid; therefore be it

Resolved, That the turning price be increased from 11 cents to 14 cents.

The committee recommended rejection.

The committee's recommendation was adopted.

## RESOLUTION No. 67.

By Local Union No .36 (Turners and Handlers) Trenton, N. J.

Whereas, We, the semi-porcelain turners, feel that our present price list is not up-to-date and has outlived its usefulness; therefore be it

Resolved, That our present prices be changed to read as follows: All thin tea cups, including St. Denis, turned all over, four cents per dozen; coffees four and one-half cents per dozen. All thin tea cups, including St. Denis, shaved up side only, three and one-half cents per dozen; coffees, four cents per dozen. All thin tea cups, including St. Denis, topped and polished only or topped and sponged only, two and one-half cents per dozen; coffees, three cents per dozen.

The committee recommended rejection.

On motion the recommendation of the committee was concurred in.

## RESOLUTION No. 68.

By Local Union No .36 (Turners and Handlers) Trenton, N. J.

Whereas, We, the semi-porcelain turners, know that there is as much difficulty in turning hotel and half thick ware in semi-porcelain as there is in turning the same class of ware in china; therefore be it

Resolved, That the same price be paid for turning hotel and half thick ware in semi-porcelain that is paid in the 1918 list in china.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 69.

By Local Union No .36 (Turners and Handlers) Trenton, N. J.

Whereas, We, the handlers, know that there is as much difficulty in handling a piece of ware in semi-porcelain as there is in handling a similar piece of ware in china; therefore be it

Resolved, That on and after October 1, 1919, the china list of 1918 shall govern the semi-porcelain and china for handling.

The committee recommended rejection.

The committee's recommendation was concurred in.

#### RESOLUTION No. 70.

By Local Union No .36 (Turners and Handlers) Trenton, N. J.

Whereas, We, the handlers of Local 36, believe that the price of three and one-half cents per dozen for handling thin block handle cups is unsatisfactory, and the cause of many apprentices being started at the trade only to be turned adrift after they have served their apprenticeship, as journeymen cannot make a living wage at present price; therefore be it

Resolved, That on and after October 1, 1919, the minimum price for handling block handle cups be set at four and one-half cents per dozen and the minimum price for handling ordinary open handle cups be set at five cents per dozen.

The committee recommended rejection.

On motion the committee's recommendation was adopted.

#### RESOLUTION No. 71.

By Local Union No .36 (Turners and Handlers) Trenton, N. J.

Whereas, We, the handlers, believe it would be a benefit to ourselves and the manufacturers to put handling on a day wage basis as it would give the handler a chance to remedy any small defect he saw in a piece of ware without any financial loss to said handler and would save the manufacturer many pieces that at present are thrown out in bisque; therefore be it

Resolved, That handling be paid day wage at the rate of \$6.00 per day, eight hours to constitute a day except Saturday when four hours shall constitute a day.

The committee recommended rejection.

The committee's recommendation was concurred in.

#### RESOLUTION No. 72.

By Local Union No .36 (Turners and Handlers) Trenton, N. J.

Whereas, The handling list was adopted with the understanding that handlers work with a full crew of helpers; and



Whereas, They are having difficulty in obtaining same; therefore be it

Resolved, That when handlers have to work under any difficulty they shall be paid day wage.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 152.

By Local Union No. 76 (General Ware, Mixed) Buffalo, N. Y.

Whereas, We find that sugars and ordinary face custards in china clay are underpaid in comparison with other work; therefore be it

Resolved, That we ask 10 cents per dozen for sticking faces or lugs on 24's and 30's sugars and 9 cents for 36's and 42's and all ordinary face custards.

The committee recommended rejection.

The committee's recommendation was concurred in.

#### RESOLUTION No. 153.

By Local Union No. 76 (General Ware, Mixed) Buffalo, N. Y.

Whereas, We feel that the price of cutting china mustard covers at four and five cents per dozen is unsatisfactory for the amount of work involved on the same; therefore be it

Resolved, That we ask five and six cents per dozen for doing the same.

The committee recommended rejection.

On motion the committee's recommendation was concurred in.

#### RESOLUTION No. 5.

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Whereas, There is considerable time lost to the caster in carrying in new or throwing out old moulds and in changing moulds; therefore be it

Resolved, That for carrying in new or for throwing out old moulds or for changing moulds, the caster shall be paid at the rate of seventy-five (75c) per hour.

#### RESOLUTION No. 52-A

By Local Union No. 24 (General Ware, Mixed) Wellsville, Ohio

Resolved, That dishmakers shall be paid for putting in new moulds at the rate of 62½c per hour, same as jiggermen.

#### RESOLUTION No. 61.

By Local Union No. 29 (Dishmakers) East Liverpool, Ohio.

Whereas, There is great dissatisfaction among the dishmakers in regard to putting in new moulds and throwing out old moulds, flags included; therefore be it

Resolved, We demand at the next conference with the manufacturers that a law be passed that the work be done at the expense of the firm and that the clay be placed on the bench and scraps taken away free of all charge.

#### RESOLUTION No. 101.

By Local Union No. 44 (General Ware, Mixed) Sebring, O.

Whereas, The jiggersmen are compelled to change worn moulds and oil moulds at their own expense; therefore be it

Resolved, That the jiggersmen and crew be paid by the firm for doing this work after October 1, 1919.

#### RESOLUTION No. 139.

By Local Union No. 66 (General Ware, Mixed) Crooksville, O.

Whereas, The firm pays the jiggersmen for throwing out their old moulds and putting in the new moulds; therefore be it

Resolved, That the firm pay the casters and dishmakers for throwing out their old moulds, and for putting in new moulds, or furnish man to do so at firm's expense.

The committee recommended the adoption of the following substitute for Resolutions Nos. 5, 52-A, 61, 101 and 139:

Resolved, That for carrying in new moulds, or for throwing out old moulds, for changing or putting in new moulds and throwing out old flags, the clayworkers shall be paid at the rate of 62½ cents per hour.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

#### RESOLUTION No. 7.

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Whereas, Persistency in our demands in former conferences has brought about better working and shop conditions; therefore be it

Resolved, That the firm be required to pay for the delivery of clay and slip to the benches on which used and for the removal of scraps and cuttings to chute.

The committee recommended adoption.

The committee's recommendation was concurred in.

#### RESOLUTION No. 14.

By Local Union No. 6 (General Ware, Mixed) Wheeling, W. Va.

Whereas, There is considerable difference in the thickness of ware made in china shops; therefore be it

Resolved, That all ware shall be a certain thickness under the present scale for china, and any ware made thinner shall pay extra.

The committee recommended adoption as amended:

Whereas, There is considerable difference in the thickness of ware made; therefore be it

Resolved, That all ware shall be a certain thickness under the present scale and any ware made thinner shall pay extra.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

#### RESOLUTION No. 15.

By Local Union No. 6 (General Ware, Mixed) Wheeling, W. Va.

Whereas, In looking over the conditions surrounding the different trades in the pottery, we find that the kilnhands have their saggers delivered to them, and the casters have their slip delivered to them; therefore be it

Resolved, That clay shall be delivered to the bench free of charge.

The committee recommended rejection.

The committee's recommendation was adopted.

#### RESOLUTION No. 16

By Local Union No. 6 (General Ware, Mixed) Wheeling, W. Va.

Resolved, That, on account of the long wait for settlements on questions before the Standing Committee, all questions shall be settled in 30 days' time or returned to the local that they came from, for a shop settlement.

The committee recommended rejection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 34.

By Local Union No. 18 (Dippers) East Liverpool, Ohio.

Resolved, That on and after our present agreement expires wauvers on each ring bung shall measure not less than twelve inches in height; for every bung with wauver measuring less than twelve inches in height dippers shall be paid at the rate of three cents per bung, plus 35 per cent.

#### RESOLUTION No. 35.

By Local Union No. 18 (Dippers) East Liverpool, Ohio.

Whereas, A journeyman dipper after having served his apprenticeship is practically working at less than list price on account of having 25c per day deducted from his wages to make up the 50c per day paid to the boss dipper; therefore be it

Resolved, That on and after our present agreement expires than 75c per day plus 35 per cent be paid by firm to the dipper running the dipping house over and above the present scale now paid.

#### RESOLUTION No. 36.

By Local Union No. 18 (Dippers) East Liverpool, Ohio.

Whereas, There is an excessive amount of small ware being placed in kilns, entailing more labor to dippers; therefore be it

Resolved, That on and after our present agreement expires all over five bungs of double banjoes, placed in the middle of the kiln, dippers shall be paid extra for same at the rate of ten cents per bung, plus 35 per cent.

## RESOLUTION No. 37.

By Local Union No. 18 (Dippers) East Liverpool, Ohio.

Resolved, That on and after the expiration of our present agreement dippers be paid 95c net per kilnman's day for dipping.

## RESOLUTION No. 125.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, The present system of paying the boss dipper is detrimental to the trade; therefore be it

Resolved, That the firm pay the boss dipper 50c per day out of the office.

The committee recommended the adoption of the following substitute for Resolutions Nos. 34, 35, 36, 37 and 125:

Resolved, That after the expiration of the present agreement the boss dipper shall be paid 12½c per hour for running the dipping house and the dippers shall receive 88 cents net per kilnman's day. All double banjoes placed in middle of kiln in excess of five bungs shall be paid for at the rate of 10 cents per bung. Wauvers on each bung shall measure not less than 12 inches in height, and where no wauver is used the dipper shall receive one cent per bung, this to include any increase that may be granted the general ware trade.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

## RESOLUTION No. 53-A

By Local Union No. 24 (General Ware, Mixed) Wellsville, Ohio

Resolved, That dishmakers shall be paid at the same rate as the jiggermen for clay carrying.

The committee recommended rejection.

The committee's recommendation was adopted.

## RESOLUTION No. 73.

By Local Union No. 37 (General Ware Pressers) Trenton, N. J.

Whereas, The general ware pressers and casters have no day wage rate; therefore be it

Resolved, That the rate of pay for all day wage pressers and casters be \$6.00 per day, eight hours per day and four hours on Saturday; 44 hours per week.

The committee recommended rejection.

The recommendation of the committee was concurred in.

## RESOLUTION No. 96.

By Local Union No. 44 (General Ware, Mixed) Sebring, O.

Whereas, During the war period the jiggermen were severely handicapped for help, making it necessary to start so many jiggers in many shops that were all these jiggermen to use full crews now the jiggermen would be compelled to work very short time; therefore be it

Resolved, That the present bonus for working short of help be included in our next wage agreement.

The committee recommended adoption.

The recommendation of the committee was adopted.

## RESOLUTION No. 114.

By Local Union No. 54 (General Ware, Mixed) New Castle, Pa.

Whereas, Various shops are paying different prices for clay carrying to jiggers, we believe a uniform price should be paid to jiggermen while working without a crew; therefore be it

Resolved, That a uniform price be established for carrying clay to jiggermen.

The committee recommended rejection.

The committee's recommendation was concurred in.

## RESOLUTION No. 115.

By Local Union No. 54 (General Ware, Mixed) New Castle, Pa.

Whereas, The standing committee, as at present constituted in the West, is representative of semi-porcelain and not conversant with china conditions; and

Whereas, A number of settlements made have not been entirely satisfactory on that account; therefore be it

Resolved, That No. 54, composed of china workers, request the convention to adopt a law whereby any disputes in china shall be handled by a committee of china workers.

The committee recommended rejection.

The recommendation of the committee was adopted.

## RESOLUTION No. 118.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, Our present agreement as it reads to take effect the first full pay in October is unjust; therefore be it

Resolved, That it read to take effect the first day of May.

The committee recommended rejection.

The committee's recommendation was concurred in.

## RESOLUTION No. 121.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Resolved, That all branches of the trade observe the starting and quitting time and the hours be made from seven



to four instead of from seven to five; and be it further

Resolved, That all over time be paid at the rate of time and one-half.

The committee recommended rejection.

On motion the committee's recommendation was concurred in.

#### RESOLUTION No. 123.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, The N. B. of O. P. holds conventions and conferences each year for the purpose of adjusting the differences between the N. B. of O. P. and the U. S. P. A., and such work should be done at the conference; therefore be it

Resolved, That hereafter all disputes be settled at the conference and no conference work be left to committees to do after the conference adjourns.

The committee recommended rejection.

The committee's recommendation was adopted.

#### RESOLUTION No. 124.

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers) Sebring, Ohio.

Whereas, The present system of handling the laws of the N. B. of O. P. is a detriment to the potting trade by having so many different books to look up and in some cases different books have been used by some to gain different points and which may be used as a blind to some workmen; therefore be it

Resolved, That all agreements between the N. B. of O. P. and the U. S. P. A. be printed under one cover and copies sent out to the trade.

The committee recommended adoption.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 149.

By Local Union No. 76 (General Ware, Mixed) Buffalo, N. Y.

Whereas, There seems to be a lot of misunderstanding as to what constitutes a thin or extra thin cup for turning china cups; therefore be it

Resolved, That a committee of turners be appointed to bring about a list of thicknesses to be presented to the manufacturers at the next conference.

The committee recommended rejection.

The recommendation of the committee was adopted.

#### RESOLUTION No. 177.

By Local Union No. 95 (Decorating Kilnfiremen and Kilnplacers) East Liverpool, Ohio.

Whereas, The imposition of doing extra work in the decorating kilnshed is becoming worse each year and it seems

that there is no end to odd jobs that can be dug up by some of the foremen, therefore we think the limit has been reached in our trade if we expect to enjoy decent working conditions; therefore be it

Resolved, That such extra work as whitewashing bats and props, assembling new racks, cleaning out pits, fixing and repairing old racks and whitewashing new kilns shall be considered extra work and shall be paid for at the rate received per hour by crew on the shop in which the work is being done.

The committee recommended adoption.

The committee's recommendation was concurred in.

#### RESOLUTION No. 178.

By Local Union No. 95 (Decorating Kilnfiremen and Kilnplacers) East Liverpool, Ohio.

Whereas, It is the rule for decorating kilnfiremen and placers to be called out to work from 3 a. m. to 7 a. m.; therefore be it

Resolved, That no decorating kilnfireman or placer be allowed to go to work before 6 a. m., and anyone violating this rule shall be fined \$5.00 for the first offense and \$10.00 for the second offense and for the third offense shall be suspended from the local.

The committee recommended adoption.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion lost.

Motion by F. H. Hutchins that Resolution No. 178 be rejected.

Motion carried.

#### RESOLUTION No. 179.

By Local Union No. 95 (Decorating Kilnfiremen and Kilnplacers) East Liverpool, Ohio.

Whereas, Local Union No. 95 has no apprentice rule; therefore be it

Resolved, That no apprentice shall be put on when there are journeymen loafing, and when it is necessary to put on an apprentice he shall be paid at the rate of 20 per cent off for the first six months, 15 per cent off for the second six months, 10 per cent off for the third six months, and at the expiration of 18 months he shall be considered a journeyman. The difference between the apprentice and journeyman's wages to be divided equally among the crew working at the bench.

The committee recommended rejection.

The committee's recommendation was adopted.

#### RESOLUTION No. 180.

By Local Union No. 99 (General Ware, Mixed) Clarksburg, W. Va.

Whereas, We know that all St. Denis teas and coffees and Baltimore teas and St. Denis bowls and all similar cups

and bowls are not paid for; therefore be it

Resolved, That there be added one-half cent a dozen on the present list, plus 35 per cent for turning or topping and sponging or topping and polishing.

The committee recommended rejection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 8.

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Resolved, That the firm furnish free sufficient ice for drinking purposes every working day in each department from May 1st to September 30th.

The committee recommended rejection.

The committee's recommendation was adopted.

#### RESOLUTION No. 27.

By Local Union No. 10 (Turners and Handlers) East Liverpool, Ohio.

Whereas, The majority of workmen throughout the country quit work at noon on Saturday, and we believe it will be a benefit to our health to have Saturday a half holiday; therefore be it

Resolved, That all potteries working under the jurisdiction of the N. B. of O. P. stop work at noon on Saturday and get paid at noon; and be it further

Resolved, That time and one-half be paid for all work done on Saturday afternoon.

The committee recommended adoption.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Amendment by Lynch that a full day's wages be paid to warehousemen and warehousewomen for Saturdays.

Amendment to the amendment by Shenton that five hours be considered a full day's work on Saturday for all branches.

Amendment to the amendment lost.

Amendment to the motion carried by a vote of 38 for to 31 against.

The motion as amended, which means the adoption of the committee's recommendation as amended, lost.

Motion by Shenton that the last resolve be stricken out of Resolution No. 27.

Amendment by Lynch that the warehousemen and warehousewomen be paid a day's wages on Saturdays.

Amendment lost.

The motion to adopt Resolution No. 27 with the last resolve stricken out was carried.

#### RESOLUTION No. 28.

By Local Union No. 10 (Turners and Handlers) East Liverpool, Ohio.

Whereas, In the past it has been customary for the potteries to be idle for a week or ten days, or not at all, according

to the wishes of the manufacturer, and as it is a time of the year when the workmen would like to have a vacation they are prevented from making any arrangements to go any place on account of not knowing whether there will be any loaf; therefore be it

Resolved, That beginning July 1st, 1920, all potteries affiliated with the U. S. P. A. shall shut down their factories beginning July 1st, for fifteen days.

The committee recommended rejection.

The committee's recommendation was adopted.

#### RESOLUTION No. 93.

By Local Union No. 42 (General Ware, Mixed) Salem, Ohio.

Resolved, That at the expiration of the present wage agreement the wage scale shall be revised and known as the 1919 wage agreement, and all future settlements shall be based on this agreement.

The committee recommended adoption.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 30.

By Local Union No. 16 (Saggermakers) East Liverpool, Ohio.

Whereas, The present way of counting is very unsatisfactory; therefore be it

Resolved, That the present prices paid for saggermaking be incorporated in the agreement, and future increases based on these prices.

The committee recommended rejection.

The committee's recommendation was concurred in.

#### RESOLUTION No. 84.

By Local Union No. 40 (Jiggermen and Dishmakers) Trenton, N. J.

Whereas, We believe that the present form of measuring dishes and bakers in the glost state is unfair to the dishmaker; therefore be it

Resolved, That the present size list be changed to read block mould measurement and to take effect first full pay after October 1st, 1919.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No. 63.

By Local Union No. 29 (Dishmakers) East Liverpool, Ohio.

Whereas, In the past the dishmakers have suffered great injustice and a reduction in wages by various new shapes being modeled which exceed in measurement the size of the original basic cable dish and bakers included; therefore be it

Resolved, That the measurements for dishes and bakers be changed from the measurement of the greatest diameter to the square measurement system based upon the original basic cable dish and baker, and any size exceeding in square measurement such original cable dish or baker shall be paid in excess of size in proportion that it exceeds such size in square measurement, and that all measurements be taken from and based upon the original basic cable dish and baker block mould; it being understood that by square measurement the square of the surface of the dish or baker as modeled on the block mould; and be it further

Resolved, That all sizes of hotel dishes and bakers shall remain the same as now generally recognized at the K. T. & K., T. S. & T. and Dresden and some others and shall not exceed in size measurements such as are recognized at these plants.

The committee recommended rejection.

The committee's recommendation was adopted.

#### RESOLUTION No. 158.

By Local Union No. 81 (Mouldmakers) Trenton, N. J.

Resolved, That the china list on mouldmaking be settled up by this convention.

The committee recommended rejection.

The recommendation of the committee was concurred in. Letter from Charles T. Goodwin, Secretary of the U. S. P.

A.:

East Liverpool, Ohio, May 7, 1919.

Mr. Edward Menge, President,  
The National Brotherhood of Operative Potters,  
East Liverpool, Ohio.  
Dear Sir:

Please note that at our annual meeting held in New York a motion was carried providing that in the working out of the operation of tunnel kilns, any settlements or wages paid will be regarded as only temporary, and no methods of operation or rates of wages paid shall be considered as establishing a precedent, but that the final settlement and adjustment shall be made by your executive and our labor committees, based upon the merits of the case.

Yours very truly,

THE UNITED STATES POTTERS' ASSOCIATION,

CHAS. F. GOODWIN, Sec'y-Treas.

The committee recommended that the letter be turned over to the conference committee.

On motion the recommendation of the committee was concurred in.

Motion by F. H. Hutchins that we rescind our action on Resolution No. 172 which was adopted at Wednesday afternoon's session, July 2nd.

Motion carried.

Motion by Bates that we suspend the rules and the convention convene at 9 o'clock Thursday morning.

Motion carried.

On motion the convention adjourned until 9 a. m. Thursday, July 10th.



## Thursday, July Tenth

### MORNING SESSION

The convention was called to order by President Menge at 9 a. m.

The minutes of the previous session were read and approved.

#### REPORT OF COMMITTEE ON LAW.

##### RESOLUTION No. 193

By Local Union No. 4.

Resolved, That Section 125 of the National Constitution of the N. B. of O. P. be repealed.

The committee recommended that Section 125 of the National Constitution be amended to read \$5.00 instead of \$25.00.

Motion by George Chadwick that we concur in the recommendation of the committee.

Motion carried.

##### RESOLUTION No. 19.

By Local Union No. 7 (Sanitary, Mixed) Tiffin, Ohio.

Whereas, We believe that the trade would be benefited by having on the executive board a sanitary man in the West and a general ware man in the East; therefore be it

Resolved, That the 29th annual convention do amend the constitution as to provide for the election of two additional vice presidents on the executive board, one to be elected from the West and to be a member of the sanitary trade, and one to be elected from the East and to be a member of the general ware trade.

The committee recommended rejection.

The committee's recommendation was adopted.

##### RESOLUTION No. 157.

By Local Union No. 79 (Sanitary, Mixed) Columbus, Ohio.

Whereas, It is a known fact that the workers throughout the trade are having considerable trouble in regard to working conditions and prices too numerous to mention, and we believe that we would be greatly benefited by having a walking delegate to act as organizer, help settle disputes on prices and working conditions. As it is a known fact that other organizations have benefited by a walking delegate in each and

every city we feel that the N. B. of O. P. can surely afford to have at least one delegate for the general ware and one for the sanitary trade to maintain harmony and uniform conditions in the trades; therefore be it

Resolved, That this convention create the office of walking delegate or organizer, one for the general ware and one for the sanitary trade, to be elected by this convention and hereafter such delegate or organizer to be elected by the trade; and be it further

Resolved, That the salary of each delegate or organizer shall be \$1800 per year; his duties shall be to visit each shop semi-annually or at other times when called upon to settle disputes on prices or working conditions.

The committee recommended rejection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 174.

By Local Union No. 91 (Decorators) Trenton, N. J.

Whereas, We believe the thorough organization of our industry is its best and strongest safeguard, also we feel that this work should not be left to our national officers, as it interferes with the regular work of their offices; and

Whereas, We feel that there has been no time in the history of the N. B. of O. P. when there has been more need of a thorough organization of our order by competent men than at the present time; therefore be it

Resolved, That there be two men elected from the members of the N. B. of O. P., one from the East and one from the West, whose duties shall be to thoroughly organize every branch of the industry, that is affiliated with the N. B. of O. P.; also be it

Resolved, That the compensation for this work shall be fixed by this convention.

The committee recommended rejection.

On motion the committee's recommendation was adopted.

#### RESOLUTION No. 42.

By Local Union No. 22 (Mouldmakers) East Liverpool, Ohio.

Whereas, We believe that this convention should create a position for a member of the National Brotherhood of Operative Potters to act as chairman of the standing committee and also as an organizer; therefore be it

Resolved, That this convention create such a position.

The committee recommended rejection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 64.

By Local Union No. 31 (General Ware, Mixed) E. Palestine, O.

Whereas, We, the dippers of Local Union No. 31, feel that it is an injustice for the dippers to have to pay the boss dipper 50c per day for running the shop out of the total wages of dippers; therefore be it

Resolved, That Section 215 of our Rules and Regulations be amended to read as follows: The boss dipper shall divide the working time and wages day for day, and after apprentice is paid (if any) he shall divide the balance equally among the journeymen dippers in the shop.

The committee recommended rejection.

The committee's recommendation was adopted.

## REPORT OF COMMITTEE ON STATE OF ORDER.

### RESOLUTION No. 113.

By Local Union No. 53 (Finishers) East Liverpool, Ohio

Whereas, We, the Finishers' Local Union No. 53, are opposed to the twenty-five dollar reinstatement fee, and feel there is still a better way and a more unionlike way to bring members into the various local unions; and

Whereas, We feel too, that the National Brotherhood has done so much in bringing up the wages of the batterout and mouldrunner that the time has arrived to try and organize them, and to adopt a uniform wage scale for them as in all other branches of pottery work; therefore be it

Resolved, That when a jiggerman hires a finisher that he makes inquiries as to whether or not he or she belongs to the local, if he or she does, well and good, if not, tell them that he or she can have the job with the understanding that he or she affiliates with the local on receiving their first pay; and be it further

Resolved, That said jiggerman go to the finisher who is acting as shop steward on said shop, and tell her, so that she can make out an application in said time; and be it further

Resolved, That when a finisher goes on a job that she makes an effort to find out if the jiggerman belongs to the Jiggerman's Local, if not that she makes it known to him that if he does not go into said local that she will no longer work for him; and be it further

Resolved, That this ruling shall be carried out in all branches of the trade; and be it further

Resolved, That where we find cases where they refuse to join the local that the jiggerman and finishers refuse to work with them and leave it to the other branches whatever method they think best to compel them to go into their local, but that we stand by them; and be it further

Resolved, That an effort be made to organize batterouts and mouldrunners, and a uniform wage scale be adopted for them, thereby doing away with this thing of shifting here and there on account of some one offering them five or ten cents more on the day, then making that much more ware to make that up and killing the job and all who work on it; and be it further

Resolved, That if the delegates at the 1919 convention feel that this resolution has merit, and would help systematize things that they vote for its adoption; and be it further

Resolved, That if it is adopted that it be taken to the conference and try to get the endorsement of the manufacturers as we feel they have proven themselves very willing to recognize all things union.

Resolution No. 113 at a previous session had been referred to the jiggermen and finishers of the convention. The jiggermen and finishers recommended the rejection of the resolution and offered the following substitute:

The jiggermen, through Local Union No. 12, will endeavor to work out a piece work price list for batters-out and mould runners.

Motion by Driber that we concur in the recommendation.

Motion carried.

#### RESOLUTION No. 154

By Local Union No. 76 (General Ware, Mixed) Buffalo, N. Y.

Whereas, We find different shops throughout the china trade are paying different prices for finishing the ware; therefore be it

Resolved, That a committee of seven be appointed by the Executive Board, composed of three jiggermen, three finishers and the National President, to form a uniform china price list for finishing, as soon as possible after the convention.

The committee recommended that the resolution be adopted and that the executive board appoint the committee.

Motion by Driber that we concur in the recommendation of the committee.

Motion carried.

#### REPORT OF COMMITTEE ON OFFICERS' REPORT

We, your Committee on Officers' Reports, beg to submit the following for your consideration and approval:

##### Summary of N. B. of O. P. Funds

The summary of the various N. B. of O. P. funds has, in our opinion, been drawn up and presented in a most complete and concise form, and should be preserved as a reference, and also as a foundation for all future reports.

##### Health Officer's Report.

We commend the health inspector for his carefully compiled and eminently common sense report. But as this portion of the annual report has been handed over to the convention Committee on Health, we are leaving it in their hands for consideration and suggestions.

##### General Ware Conference.

The report of the general ware conference held in Pittsburg, July 26, 1918, is most complete and we feel our Executive Committee and the conferees deserve all credit for their work on this occasion.

### **Repeal of the Obligation.**

The repeal of the obligation recommended by our executive is, in our opinion, uncalled for; it may be that in a few isolated cases that the reasons stated for recommending this change may cause a little trouble and inconvenience, but we think it unwise that this organization should abolish the obligation, which is in our opinion one of the most important forms in joining the Brotherhood, and we particularly resent that portion of the church's laws quoted in the report, which says in part: "The policy of coercion, the practice of lawlessness, etc.," and also "We hold that labor unions as now generally constituted are secret societies, etc., and that membership therein is a bar to membership in the church." We feel that such an indictment against this or any other properly constituted labor union is unjustified, and we therefore recommend that the present form of obligation and initiation be continued—with the proviso—that any applicant for membership may, if his or her conscientious scruples won't permit them to take such an oath, be admitted on making a special application to that effect in writing.

### **Beneficiary Sues Brotherhood.**

We have no hesitation in confirming the decision of the board in the matter of the beneficiary of the late Bro. Michael Snyder, and while we sympathize with the beneficiary, still the Executive Board's decision and procedure was the only possible course to adopt under the circumstances.

### **Sanitary Conferences**

In the matter of the sanitary conference held October 2, 1918, and the special meeting of sanitary manufacturers and clay workers held June 17, 1919. The first conference was none too successful, still progress was made in getting some underpaid articles adjusted.

In the special meeting of sanitary manufacturers and clay workers on readjustment of prices, held June 17, 1919, we feel that the Eastern Executive Board and Local 45 have been justified in the procedure followed in this instance, and we are sure the whole sanitary clay trade appreciates that under the circumstances we may consider the results obtained as satisfactory and we feel the whole sanitary clay trade is deeply indebted to the Eastern Executive Board and the special committee of Local 45 for the long and arduous work entailed in preparing for this conference, and which has again demonstrated that in order to get results in conferences we must be fully prepared in every detail, as they, the committee, were in this instance, to get satisfactory results.

### **Saggermakers Sacrifice Jobs.**

The saggermakers of Trenton and vicinity by their action in giving their notice and leaving their jobs have placed the whole sanitary trade of the East in jeopardy. It is admitted that as individuals they did not break any agreements, but they have, in our opinion, taken a course which may have far reaching ill effect on the whole trade, and will, if not properly handled, develop into something far more serious than the present unsatisfactory situation. We feel there is a grave misunderstanding which must be adjusted if all branches of the



trade are to be in a position to take advantage of the present indications of an improvement in the sanitary trade, and we suggest that the saggermakers and the Eastern Executive Board take action by getting together as soon as possible, for a full and free discussion of the whole situation.

### Canadian Situation.

The executive officers' report and the report of Bro. George Smith on the Canadian situation being practically the same, we after due consideration, suggest that as it has been shown that there is a probability of a board of inquiry, under the industrial disputes act being appointed, or a royal commission appointed, that a special effort be made by our executive officers and Local 78 to clear up the whole situation through these channels at this time, and in the event of a failure to get the desired satisfactory agreements, that our executive officers be empowered to take whatever action they deem necessary to meet the situation.

### Sanitary Casting.

We must regard the sanitary casting situation as improved from the report on the investigations carried out by our Fourth and Fifth Vice Presidents, which in our opinion, is the most comprehensive and complete yet laid before the trade, and we consider their statements of the conditions existing in the sanitary casting as being greatly improved, and we are especially pleased to note that the manufacturers running organized casting shops will, in the future, be unable to beat us down in prices, as according to this report the manufacturers in the unorganized shops have stated they intend to meet any increases granted to organized casters.

Nevertheless we regard the sanitary casting problem as one of the greatest, if not the greatest, problem we have to meet, and should be controlled at any cost and if possible organized in spite of all the difficulties which we admit exist.

GEORGE SMITH, Chairman,  
R. C. LARKINS, Secretary,  
A. V. CLINE,  
ELLIS PORTER,  
S. G. SCHRECENGOST,  
LESLIE HAWK,  
ALFRED BENNISON,  
HARRY GLOVER,  
HARRY T. BATES,  
PARK C. BEATTY,  
WM. T. SHENTON,  
ALVIN HARTZEL,

Members of Committee.

Motion by George Smith, L. U. No. 78, that we adopt the report of the committee.

Motion carried.

Motion by James Bailey that we reaffirm the vote of confidence to the executive board and George Smith for their work in handling the Canadian situation.

Motion carried.

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**REPORT OF COMMITTEE ON FINANCE****RESOLUTION No. 18.**

By Local Union No. 7 (Sanitary, Mixed) Tiffin, Ohio.

Whereas, We believe that the death insurance feature has been one of the best means of keeping our members prompt in the payment of dues, and further, that the increased cost of decent interment has to be met by the deceased member's family; therefore be it

Resolved, That the maximum death benefit be increased from two hundred dollars (\$200) to three hundred dollars (\$300).

The committee recommended that the maximum death benefit be increased to \$250.00.

Motion by A. T. C. Potts that we concur in the report of the committee.

Motion by John W. Potts that the entire matter be tabled.

Motion to table carried.

**RESOLUTION No. 44.**

By Local Union No. 24 (General Ware, Mixed) Wellsville, Ohio

Resolved, That the death benefits be changed from two hundred dollars to five hundred dollars.

The committee recommended rejection.

On motion by A. T. C. Potts the committee's recommendation was concurred in.

Motion by John Brennan that the law in reference to members carrying honorary membership in the N. B. of O. P. shall remain as at present.

Motion carried.

**NOMINATION OF CONVENTION CITY.**

According to an understanding reached before nominations were opened, a city for holding the 1920 convention must receive 25 votes to back up the nomination. Atlantic City received 54 votes and Cedar Point received 28 votes.

Motion by Morgan that the selection of the city for holding conventions be selected at the primary election in the month of March.

Motion carried.

## REPORT OF COMMITTEE ON FINANCE.

The committee recommended the payment of the following bills for mileage, etc.:

President Edward Menge .....	\$ 60.05
First Vice President F. H. Hutchins.....	43.73
Second Vice President Geo. Chadwick.....	147.02
Third Vice President Louis Driber .....	115.45
Fourth Vice President S. M. Moore.....	130.73
Fifth Vice President G. H. Cartlidge.....	130.73
Sixth Vice President T. M. Woods.....	150.40
Seventh Vice President John Shingler.....	146.28
Secretary-Treasurer John T. Wood.....	65.55
Herald Manager Will T. Blake.....	62.75

## Local Union

No.

4	George Esenhuth .....	26.28
	D. J. Morgan .....	26.28
	William Sheppard .....	26.28
5	M. L. Elliott .....	57.61
	D. J. Melcher .....	57.61
6	George Bowman .....	28.51
7	Thomas Croxall .....	36.00
	Ralph A. Wood .....	36.00
9	Wm. Cox .....	26.28
	George Dawson .....	26.28
	A. V. Gilbert .....	26.28
	C. Goodballet .....	26.28
	C. F. Podewels .....	26.28
	J. W. Potts .....	26.28
10	J. McGillivray .....	26.28
	Joseph McKenna .....	26.28
	James Ward .....	26.28
11	C. Schreiner .....	9.49
12	John Grafton .....	26.28
	G. A. Harrison .....	26.28
	George Hughes .....	26.28
	Charles Och .....	26.23
16	Dave Turner .....	26.28
	Robert Welling .....	26.28
18	P. J. McKeone .....	26.28
20	R. E. Copeland .....	26.23
	Joseph S. Gunkel .....	26.23
22	George Goppert .....	26.28
24	Frank Applegate .....	26.50
	Harry Glover .....	26.50
25	Barney Foutts .....	26.28
	John Gallimore .....	26.28
26	Rolla Whitney .....	46.94
29	Wm. Steele .....	26.28
30	Charles Poulton .....	30.68
31	Enoch Faulkner .....	26.89
	Patrick Reidy .....	26.89
	Charles Wile .....	26.89
35	A. Bennison .....	5.23
	J. Caren .....	5.23
	T. O'Brien .....	5.23

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36	John Rowley .....	5.23
37	Wm. E. Young .....	5.23
40	Thomas Coley .....	5.23
	Alex Young .....	5.23
41	John J. Nolan .....	5.23
42	A. V. Cline .....	28.20
44	R. C. Larkins .....	29.55
	R. E. Smoyer .....	29.55
	J. I. Sullivan .....	29.55
	Parker Zentz .....	29.55
45	B. Ashman .....	5.23
	James Bailey .....	5.23
	H. Bates .....	5.23
	Fred Bentley .....	5.23
	John Brennen .....	5.23
	T. B. Dennis .....	5.22
	J. Longmuir .....	5.23
	A. T. C. Potts .....	5.23
	John Remele .....	5.23
49.	Thomas Sweeney .....	5.23
50	James McGowan .....	3.24
51	Louis Duvall .....	25.35
	H. Schussler .....	25.35
52	S. G. Schrecengost .....	29.35
53	Muriel Cartwright .....	N 26.28
	Dora Konig .....	26.28
	Kathryn Dailey .....	26.28
54	H. E. Dupuy .....	27.00
	John Liversage .....	27.00
59	Paul M. Gilbert .....	29.55
	Leslie Hawk .....	29.55
63	Thomas G. Harney .....	5.23
66	John E. White .....	33.11
72	J. B. Juchert .....	57.61
73	T. H. Neal .....	31.30
74	Park C. Beatty .....	32.84
	Harry Reed .....	32.84
75	James Marshall .....	30.82
76	John Madsen .....	24.85
78	George Smith .....	30.50
79	D. F. Bowers .....	34.99
80	Ellis Porter .....	37.32
81	W. G. Astbury .....	5.23
85	Joseph Smith .....	3.99
86	J. B. Lynch .....	26.28
	John O'Brien .....	26.28
91	Thomas H. Hibbett .....	5.23
	William Mitchell .....	5.23
93	Harvey M. Smith .....	6.20
94	Mrs. Mary Hanley .....	26.28
	Mrs. Lida Smith .....	26.28
95	A. J. Wynn .....	26.28
97	John Brindley .....	39.20
98.	Shel Johnson .....	25.16
99	Alvin Hartzel .....	25.90
103	Joseph Gibbons .....	38.02
104	William Shenton .....	24.00
	East. G. W. S. Com., Robert Rowland.....	87.23

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West. G. W. S. Com., George Smith.....	117.28
Health Inspector William Mushet .....	33.23
William Young, hall rent and janitor's services .....	101.00
	<hr/>
Total expenses.....	\$3,661.59

### INSTALLATION OF OFFICERS

The newly elected officers were installed by George Smith, of Local Union No. 9.

There being no further business to come before the convention on motion by John Brennen the twenty-ninth annual convention of the N. B. of O. P. was adjourned.

JOHN T. WOOD,

National Secretary-Treasurer.



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# PROCEEDINGS

Thirtieth Annual  
Convention *of the*

National Brotherhood  
*of* Operative Potters



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MAR 29 1921



*Held at Atlantic City, N. J.  
July 2nd to 10th, 1920*



# PROCEEDINGS

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Thirtieth Annual Convention  
*of the* National Brotherhood  
□ of Operative Potters □

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MAR 29 1921



Held at Atlantic City, New Jersey  
July 2 to 10, 1920



The Potters Herald Print  
East Liverpool, Ohio



# Thirtieth Annual Convention of the

National Brotherhood of Operative Potters

## Report of Proceedings

### MORNING SESSION

I. O. O. F. Hall, Atlantic City, N. J., July 1, 1920.

The Thirtieth Annual Convention of the National Brotherhood of Operative Potters was called to order at 10:15 a. m., with President Menge in the chair.

The first order of business was the reading of the report of the Committee on Credentials, which had been previously appointed.

We, your Credential Committee, have examined the credentials and find the following officers and delegates entitled to seats in this convention:

President—Edward Menge.

First Vice President—F. H. Hutchins.

Second Vice President—George Chadwick.

Third Vice President—Louis Driber.

Fourth Vice President—S. M. Moore.

Fifth Vice President—G. H. Cartlidge.

Sixth Vice President—T. M. Woods.

Seventh Vice President—Thomas Moss.

Secretary-Treasurer—John T. Wood.

Herald Manager—Will T. Blake.

Local Union No. 4—Albert Hall, Daniel Morgan, Fred Schodde.

Local Union No. 5—Samuel Huffine.

Local Union No. 7—Thomas Croxall, James Kays.

Local Union No. 9—Gus Bormuth, J. P. Campbell, George Dawson, A. V. Gilbert, George Layne, Aaron Massey.

Local Union No. 10—George Barlow, John McGillivray, James Ward.

Local Union No. 11—Sterling P. Pace.

Local Union No. 12—Josh Chadwick, G. A. Harrison, Geo. Hughes, Edward Shingler.

Local Union No. 16—John Thompson, David Turner.

Local Union No. 18—George Steele.

Local Union No. 22—Edwin Walker.

Local Union No. 24—Joe Baddeley, Albert Beech.

Local Union No. 25—Ed. Davis, Byron Foutts.

Local Union No. 26—G. Adams, J. Sergeant, J. Turner.

Local Union No. 28—Frank Elbert.

Local Union No. 29—Edward Reese.

Local Union No. 31—Enoch Faulkner, Pat Reidy, Charles Wile.

Local Union No. 35—James Lloyd, G. W. Marriott, Thos. O'Brian, Alfred Wright.

Local Union No. 36—George H. Ford.

Local Union No. 37—Fred Perdunne.

Local Union No. 40—Thomas Coley, Alex. Young.

Local Union No. 41—John J. Nolan.

Local Union No. 44—Edward Jones, Wilson Hawk, R. W. Smoyer, Parker Zentz.

Local Union No. 45—James Bailey, John Brennen, T. B. Dennis, W. Elder, T. Hamnett, Harry Hassall, James Longmuir, J. Morris, T. Pennington, John Remele.

Local Union No. 46—Walter Liner, Wm. A. Reineke.

Local Union No. 47—John Brady.

Local Union No. 49—Albert Clark.

Local Union No. 50—James Billington.

Local Union No. 51—John Dixon.

Local Union No. 53—Kathryn Dailey, Dora Koenig.

Local Union No. 54—Henry Dupey, Andy Masters, Clyde McCready.

Local Union No. 59—Paul M. Gilbert, Leslie Hawk.

Local Union No. 63—Thomas G. Harney.

Local Union No. 72—Louis Voss, George Hostler.

Local Union No. 73—Frank Wagner.

Local Union No. 77—Lafe Shriver.

Local Union No. 78—George Smith.

Local Union No. 79—George A. Roissier.

Local Union No. 81—Harry Shaw.

Local Union No. 82—John D. Bowers.

Local Union No. 85—Rennie Archibald.

Local Union No. 86—John O'Brien, Joseph Hester.

Local Union No. 90—George Grafton.

Local Union No. 91—Robert Cuird.

Local Union No. 93—Harold Carter.

Local Union No. 95—J. Frank Hull.

Local Union No. 97—John Brindley.

Local Union No. 102—Edward Darrah.

Local Union No. 108—Lon L. Fash.

Local Union No. 110—Samuel Broomhall.

Health Inspector—William Mushet.

SIGNED:—

G. A. HARRISON,

A. V. GILBERT,

GEORGE H. FORD,

Committee on Credentials.

Motion by Harry Hassall that the report be received and the delegates seated. Motion carried.

Appointments were then made as follows:

Assistant Secretary—Geo. Chadwick, Local Union No. 4.

Inspectors—Daniel Morgan, Local Union No. 4; Josh Chadwick, Local Union No. 12.

Guards—Joseph Baddeley, Local Union No. 24 (morning sessions); George Hughes, Local Union No. 12 (afternoon sessions.)

Committees were then announced as follows:

Committee on Finance—

L. U. No.

G. A. Harrison, Chairman . . . . . 12

D. J. Morgan .....	4
A. V. Gilbert .....	9
G. W. Marriott .....	35
George H. Ford .....	36
Thomas Coley .....	40
R. E. Smoyer .....	44
James Bailey .....	45
T. Hamnett .....	45
J. Brady .....	47
Committee on General Ware Price List—	
T. M. Woods, Chairman .....	44
Fred Schodde .....	4
Gus Bormuth .....	9
John McGillivray .....	10
Ed. Shingler .....	12
Dave Turner .....	16
George Steele .....	18
Edwin Walker .....	22
Byron Foutts .....	25
Ed. Reese .....	29
Thomas O'Brian .....	35
Fred Perdune .....	37
Alex. Young .....	40
Joseph Hester .....	86
Robert Cuird .....	91
Frank Hull .....	95
Committee on Health—	
George H. Cartlidge, Chairman ....	45
Albert Hall .....	4
J. P. Campbell .....	9
George Hughes .....	12
Albert Beech .....	24
W. Elder .....	45
William Mushet .....	45
Dora Koenig .....	53
Henry Dupey .....	54
Paul M. Gilbert .....	59
Louis Voss .....	72
Committee on Law—	
George Chadwick, Chairman .....	4
Thomas Croxall .....	7
George Layne .....	9
James Ward .....	10
Patrick Reidy .....	31
W. Hawk .....	44
Thomas B. Dennis .....	45
Harold Carter .....	93
John Brindley .....	97
Lon L. Fash .....	108
Committee on Officers' Report—	
George Smith, Chairman .....	78
Joseph Baddeley .....	24
James Kays .....	7
Harry Hassall .....	45
John Dixon .....	51

Clyde McCready .....	54
Leslie Hawk .....	59
Committee on Resolutions—	
Will T. Blake, Chairman .....	10
George Dawson .....	9
John Thompson .....	16
G. Adams .....	26
Enoch Faulkner .....	31
Parker Zentz .....	44
T. Pennington .....	45
Committee on Rules—	
Thomas Moss, Chairman .....	7
Ed. Davis .....	25
Frank Elbert .....	28
Charles Wile .....	31
Alfred Wright .....	35
J. Morris .....	45
Committee on Sanitary Price List—	
S. M. Moore, Chairman .....	45
Thomas Moss .....	7
J. Turner .....	26
James Lloyd .....	35
J. J. Nolan .....	41
James Longmuir .....	45
John Remele .....	45
Walter Leiner .....	46
Albert Clark .....	49
James Billington .....	50
Andy Masters .....	54
Thomas Harney .....	63
George Hostler .....	72
Frank Wagner .....	73
Lafe Shriver .....	77
George A. Roissier .....	79
Harry Shaw .....	81
John D. Bowers .....	82
Rennie Archibald .....	85
George Grafton .....	90
Ed. Darrah .....	102
Committee on State of Order—	
Louis Driber, Chairman .....	35
Samuel Huffine .....	5
Aaron Massey .....	9
George Barlow .....	10
Sterling Pace .....	11
Josh Chadwick .....	12
J. Sergeant .....	26
Edward Jones .....	44
John Brennen .....	45
William Reineke .....	46
Kathryn Dailey .....	53
Press Committee—	
Frank H. Hutchins .....	45
Will T. Blake .....	10

The resolutions in the printed program were referred to the different committees, as follows:

Resolution No. 1, by Local Union No. 4, was referred to the Committee on Law.

Resolution No. 2, by Local Union No. 5, was referred to the Committee on General Ware Price List.

Resolution No. 3, by Local Union No. 6, was referred to the Committee on General Ware Price List.

Resolution No. 4, by Local Union No. 6, was referred to the Committee on General Ware Price List.

Resolution No. 5, by Local Union No. 6, was referred to the Committee on General Ware Price List.

Resolution No. 6, by Local Union No. 6, was referred to the Committee on General Ware Price List.

Resolution No. 7, by Local Union No. 6, was referred to the Committee on General Ware Price List.

Resolution No. 8, by Local Union No. 6, was referred to the Committee on General Ware Price List.

Resolution No. 9, by Local Union No. 6, was referred to the Committee on Law.

Resolution No. 10, by Local Union No. 7, was referred to the Committee on Sanitary Price List.

Resolution No. 11, by Local Union No. 7, was referred to the Committee on Sanitary Price List.

Resolution No. 12, by Local Union No. 7, was referred to the Committee on Sanitary Price List.

Resolution No. 13, by Local Union No. 7, was referred to the Committee on Sanitary Price List.

Resolution No. 14, by Local Union No. 7, was referred to the Committee on Sanitary Price List.

Resolution No. 15, by Local Union No. 9, was referred to the Committee on General Ware Price List.

Resolution No. 16, by Local Union No. 9, was referred to the Committee on General Ware Price List.

Resolution No. 17, by Local Union No. 9, was referred to the Committee on Law.

Resolution No. 18, by Local Union No. 9, was referred to the Committee on Law.

Resolution No. 19, by Local Union No. 9, was referred to the Committee on Law.

Resolution No. 20, by Local Union No. 9, was referred to the Committee on Law.



Resolution No. 21, by Local Union No. 9, was referred to the Committee on General Ware Price List.

Resolution No. 22, by Local Union No. 9, was referred to the Committee on Finance.

Resolution No. 23, by Local Union No. 10, was referred to the Committee on Finance.

Resolution No. 24, by Local Union No. 16, was referred to the Committee on General Ware Price List.

Resolution No. 25, by Local Union No. 22, was referred to the Committee on General Ware Price List.

Resolution No. 26, by Local Union No. 22, was referred to the Committee on General Ware Price List.

Resolution No. 27, by Local Union No. 22, was referred to the Committee on General Ware Price List.

Resolution No. 28, by Local Union No. 22, was referred to the Committee on General Ware Price List.

Resolution No. 29, by Local Union No. 25, was referred to the Committee on General Ware Price List.

Resolution No. 30, by Local Union No. 25, was referred to the Committee on General Ware Price List.

Resolution No. 31, by Local Union No. 25, was referred to the Committee on General Ware Price List.

Resolution No. 32, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 33, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 34, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 35, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 36, by Local Union No. 26, was referred to the Committee on State of Order.

Resolution No. 37, by Local Union No. 26, was referred to the Committee on Sanitary Ware Price List.

Resolution No. 38, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 39, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 40, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 41, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 42, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 43, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 44, by Local Union No. 26, was referred to the Committee on Law.

Resolution No. 45, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 46, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 47, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 48, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 49, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 50, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 51, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 52, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 53, by Local Union No. 26, was referred to the Committee on Finance.

Resolution No. 54, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 55, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 56, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 57, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 58, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 59, by Local Union No. 26, was referred to the Committee on Sanitary Price List.

Resolution No. 60, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 61, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 62, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 63, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 64, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 65, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 66, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

Resolution No. 67, by Local Union No. 40, was referred to the Committee on General Ware Price List.

Resolution No. 68, by Local Union No. 41, was referred to the Committee on Sanitary Price List.

Resolution No. 69, by Local Union No. 41, was referred to the Committee on Sanitary Price List.

Resolution No. 70, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 71, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 72, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 73, by Local Union No. 45, was referred to the Committee on Finance.

Resolution No. 74, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 75, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 76, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 77, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 78, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 79, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 80, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 81, by Local Union No. 45, was referred to the Committee on Health.

Resolution No. 82, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 83, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 84, by Local Union No. 45, was referred to the Committee on Law.

Resolution No. 85, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 86, by Local Union No. 45, was referred to the Committee on Law.

Resolution No. 87, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 88, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 89, by Local Union No. 45, was referred to the Committee on Law.

Resolution No. 90, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 91, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 92, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 93, by Local Union No. 45, was referred to the Committee on Law.

Resolution No. 94, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 95, by Local Union No. 45, was referred to the Committee on Sanitary Price List.

Resolution No. 96, by Local Union No. 46, was referred to the Committee on Sanitary Price List.

Resolution No. 97, by Local Union No. 46, was referred to the Committee on Sanitary Price List.

Resolution No. 98, by Local Union No. 46, was referred to the Committee on Sanitary Price List.

Resolution No. 99, by Local Union No. 46, was referred to the Committee on Law.

Resolution No. 100, by Local Union No. 46, was referred to the Committee on Sanitary Price List.

Resolution No. 101, by Local Union No. 46, was referred to the Committee on Sanitary Price List.

Resolution No. 102, by Local Union No. 46, was referred to the Committee on Sanitary Price List.

Resolution No. 103, by Local Union No. 46, was referred to the Committee on Sanitary Price List.

Resolution No. 104, by Local Union No. 46, was referred to the Committee on Sanitary Price List.

Resolution No. 105, by Local Union No. 49, was referred to the Committee on Sanitary Price List.

Resolution No. 106, by Local Union No. 49, was referred to the Committee on Sanitary Price List.

Resolution No. 107, by Local Union No. 49, was referred to the Committee on Sanitary Price List.

Resolution No. 108, by Local Union No. 49, was referred to the Committee on Sanitary Price List.

Resolution No. 109, by Local Union No. 49, was referred to the Committee on Sanitary Price List.

Resolution No. 110, by Local Union No. 49, was referred to the Committee on Sanitary Price List.

Resolution No. 111, by Local Union No. 49, was referred to the Committee on Sanitary Price List.

Resolution No. 112, by Local Union No. 49, was referred to the Committee on Sanitary Price List.

Resolution No. 113, by Local Union No. 49, was referred to the Committee on Sanitary Price List.

Resolution No. 114, by Local Union No. 50, was referred to the Committee on Finance.

Resolution No. 115, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 116, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 117, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 118, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 119, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 120, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 121, by Local Union No. 50, was referred to the Committee on Law.

Resolution No. 122, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 123, by Local Union No. 50, was referred to the Committee on Sanitary Price List.

Resolution No. 124, by Local Union No. 51, was referred to the Committee on State of Order.

Resolution No. 125, by Local Union No. 51, was referred to the Committee on General Ware Price List.



Resolution No. 126, by Local Union No. 51, was referred to the Committee on General Ware Price List.

Resolution No. 127, by Local Union No. 51, was referred to the Committee on General Ware Price List.

Resolution No. 128, by Local Union No. 53, was referred to the Committee on General Ware Price List.

Resolution No. 129, by Local Union No. 54, was referred to the Committee on General Ware Price List.

Resolution No. 130, by Local Union No. 54, was referred to the Committee on Law.

Resolution No. 131, by Local Union No. 54, was referred to the Committee on General Ware Price List.

Resolution No. 132, by Local Union No. 54, was referred to the Committee on General Ware Price List.

Resolution No. 133, by Local Union No. 54, was referred to the Committee on General Ware Price List.

Resolution No. 134, by Local Union No. 54, was referred to the Committee on Health.

Resolution No. 135, by Local Union No. 54, was referred to the Committee on Health.

Resolution No. 136, by Local Union No. 54, was referred to the Committee on Sanitary Price List.

Resolution No. 137, by Local Union No. 54, was referred to the Committee on State of Order.

Resolution No. 138, by Local Union No. 54, was referred to the Committee on Health.

Resolution No. 139, by Local Union No. 54, was referred to the Committee on Sanitary Price List.

Resolution No. 140, by Local Union No. 54, was referred to the Committee on Sanitary Price List.

Resolution No. 141, by Local Union No. 54, was referred to the Committee on Sanitary Price List.

Resolution No. 142, by Local Union No. 57, was referred to the Committee on General Ware Price List.

Resolution No. 143, by Local Union No. 57, was referred to the Committee on General Ware Price List.

Resolution No. 144, by Local Union No. 57, was referred to the Committee on General Ware Price List.

Resolution No. 145, by Local Union No. 57, was referred to the Committee on General Ware Price List.

Resolution No. 146, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 147, by Local Union No. 59, was referred to the Committee on Law.

Resolution No. 148, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 149, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 150, by Local Union No. 59, was referred to the Committee on Law.

Resolution No. 151, by Local Union No. 59, was referred to the Committee on Finance.

Resolution No. 152, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 153, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 154, by Local Union No. 63, was referred to the Committee on Sanitary Price List.

Resolution No. 155, by Local Union No. 63, was referred to the Committee on Sanitary Price List.

Resolution No. 156, by Local Union No. 63, was referred to the Committee on Law.

Resolution No. 157, by Local Union No. 63, was referred to the Committee on Sanitary Price List.

Resolution No. 158, by Local Union No. 72, was referred to the Committee on Law.

Resolution No. 159, by Local Union No. 72, was referred to the Committee on Sanitary Price List.

Resolution No. 160, by Local Union No. 72, was referred to the Committee on Resolutions.

Resolution No. 161, by Local Union No. 72, was referred to the Committee on State of Order.

Resolution No. 162, by Local Union No. 73, was referred to the Committee on Sanitary Price List.

Resolution No. 163, by Local Union No. 73, was referred to the Committee on Sanitary Price List.

Resolution No. 164, by Local Union No. 73, was referred to the Committee on Sanitary Price List.

Resolution No. 165, by Local Union No. 73, was referred to the Committee on Sanitary Price List.

Resolution No. 166, by Local Union No. 73, was referred to the Committee on Sanitary Price List.

Resolution No. 167, by Local Union No. 73, was referred to the Committee on Law.

Resolution No. 168, by Local Union No. 73, was referred to the Committee on Sanitary Price List.

Resolution No. 169, by Local Union No. 73, was referred to the Committee on Sanitary Price List.

Resolution No. 170, by Local Union No. 73, was referred to the Committee on Sanitary Price List.

Resolution No. 171, by Local Union No. 76, was referred to the Committee on General Ware Price List.

Resolution No. 172, by Local Union No. 76, was referred to the Committee on General Ware Price List.

Resolution No. 173, by Local Union No. 76, was referred to the Committee on General Ware Price List.

Resolution No. 174, by Local Union No. 77, was referred to the Committee on Sanitary Price List.

Resolution No. 175, by Local Union No. 77, was referred to the Committee on Sanitary Price List.

Resolution No. 176, by Local Union No. 77, was referred to the Committee on Sanitary Price List.

Resolution No. 177, by Local Union No. 77, was referred to the Committee on Sanitary Price List.

Resolution No. 178, by Local Union No. 79, was referred to the Committee on Sanitary Price List.

Resolution No. 179, by Local Union No. 79, was referred to the Committee on Sanitary Price List.

Resolution No. 180, by Local Union No. 79, was referred to the Committee on Sanitary Price List.

Resolution No. 181, by Local Union No. 79, was referred to the Committee on Sanitary Price List.

Resolution No. 182, by Local Union No. 79, was referred to the Committee on Sanitary Price List.

Resolution No. 183, by Local Union No. 79, was referred to the Committee on Sanitary Price List.

Resolution No. 184, by Local Union No. 79, was referred to the Committee on Sanitary Price List.

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Resolution No. 186, by Local Union No. 79, was referred to the Committee on Sanitary Price List.

Resolution No. 187, by Local Union No. 79, was referred to the Committee on Sanitary Price List.

Resolution No. 188, by Local Union No. 79, was referred to the Committee on Sanitary Price List.

Resolution No. 189, by Local Union No. 80, was referred to the Committee on General Ware Price List.

Resolution No. 190, by Local Union No. 81, was referred to the Committee on Law.

Resolution No. 191, by Local Union No. 81, was referred to the Committee on Sanitary Price List.

Resolution No. 192, by Local Union No. 81, was referred to the Committee on Sanitary Price List.

Resolution No. 193, by Local Union No. 81, was referred to the Committee on Sanitary Price List.

Resolution No. 194, by Local Union No. 81, was referred to the Committee on Law.

Resolution No. 195, by Local Union No. 81, was referred to the Committee on Sanitary Price List.

Resolution No. 196, by Local Union No. 81, was referred to the Committee on Sanitary Price List.

Resolution No. 197, by Local Union No. 81, was referred to the Committee on Law.

Resolution No. 198, by Local Union No. 82, was referred to the Committee on Sanitary Price List.

Resolution No. 199, by Local Union No. 82, was referred to the Committee on Sanitary Price List.

Resolution No. 200, by Local Union No. 82, was referred to the Committee on Sanitary Price List.

Resolution No. 201, by Local Union No. 82, was referred to the Committee on Sanitary Price List.

Resolution No. 202, by Local Union No. 82, was referred to the Committee on Sanitary Price List.

Resolution No. 203, by Local Union No. 85, was referred to the Committee on Sanitary Price List.

Resolution No. 204, by Local Union No. 85, was referred to the Committee on Finance.

Resolution No. 205, by Local Union No. 85, was referred to the Committee on Sanitary Price List.

Resolution No. 206, by Local Union No. 85, was referred to the Committee on Sanitary Price List.

Resolution No. 207, by Local Union No. 86, was referred to the Committee on General Ware Price List.

Resolution No. 208, by Local Union No. 86, was referred to the Committee on General Ware Price List.

Resolution No. 209, by Local Union No. 86, was referred to the Committee on Law.

Resolution No. 210, by Local Union No. 86, was referred to the Committee on Finance.

Resolution No. 211, by Local Union No. 86, was referred to the Committee on General Ware Price List.

Resolution No. 212, by Local Union No. 86, was referred to the Committee on General Ware Price List.

Resolution No. 213, by Local Union No. 89, was referred to the Committee on Finance.

Resolution No. 214, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 215, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 216, by Local Union No. 89, was referred to the Committee on Resolutions.

Resolution No. 217, by Local Union No. 89, was referred to the Committee on Finance.

Resolution No. 218, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 219, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 220, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 221, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 222, by Local Union No. 89, was referred to the Committee on Resolutions.

Resolution No. 223, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 224, by Local Union No. 89, was referred to the Committee on Sanitary Price List.

Resolution No. 225, by Local Union No. 89, was referred to the Committee on Resolutions.

Resolution No. 226, by Local Union No. 90, was referred to the Committee on Sanitary Price List.

Resolution No. 227, by Local Union No. 90, was referred to the Committee on Law.

Resolution No. 228, by Local Union No. 90, was referred to the Committee on State of Order.

Resolution No. 229, by Local Union No. 94, was referred to the Committee on General Ware Price List.

Resolution No. 230, by Local Union No. 101, was referred to the Committee on Sanitary Price List.

Resolution No. 231, by Local Union No. 109, was referred to the Committee on Sanitary Price List.

Resolution No. 232, by Local Union No. 109, was referred to the Committee on Law.

Resolution No. 233, by Local Union No. 109, was referred to the Committee on State of Order.

Resolution No. 234, by Local Union No. 109, was referred to the Committee on Sanitary Price List.



Resolution No. 235, by Local Union No. 109, was referred to the Committee on Sanitary Price List.

Resolution No. 236, by Local Union No. 109, was referred to the Committee on Sanitary Price List.

Resolution No. 237, by Local Union No. 109, was referred to the Committee on Sanitary Price List.

Resolution No. 238, by Local Union No. 109, was referred to the Committee on Finance.

Resolution No. 239, by Local Union No. 35, was referred to the Committee on Sanitary Price List.

The Executive Board's Reports were passed out to the delegates by the inspectors, and the reports of the National Auditing Committee, summary of the N. B. of O. P. Funds, Health Inspector and Executive Board were read by Second Vice President George Chadwick and referred to the Committee on Officers' Reports.

Announcements were then made by the chairmen of the different committees, after which the convention adjourned until 2:30 p. m.

## Friday, July First

### AFTERNOON SESSION

The convention was called to order at 2:30 p. m. with President Menge in the chair.

On motion by S. M. Moore the reading of the minutes of the morning session was dispensed with.

#### REPORT OF COMMITTEE ON RULES

We, the Committee on Rules, beg leave to submit and recommend the following rules to govern the 1920 Convention:

Rule 1. That two sessions be held daily excepting July 5th (July 4th falling on Sunday this year) and Saturdays. The first session to be from 9:30 a. m. to 12 m.; the second session to be from 2:30 to 5 p. m. Saturday sessions to be from 9:30 a. m. to 12:30 p. m.

Rule 2. That smoking be permitted during the sessions of the convention with the permission of the lady delegates.

Rule 3. That no resolution shall be accepted for consideration by the convention after Thursday morning's session, except by a two-thirds vote of the convention.

Rule 4. Each delegate present shall vote individually on all questions.

Rule 5. Any delegate retiring before 10:30 a. m. or 3:30 p. m. without a reasonable excuse shall be marked absent.

Rule 6. Each delegate shall have a representative badge to wear in sight, such badges to be furnished by the National Brotherhood to the delegates free of cost, and shall remain the property of the N. B. of O. P. until the convention adjourns.

Any delegate attending a session without his badge, unless a reasonable excuse is offered and accepted by the convention, shall be fined one dollar.

Rule 7. That all visiting members be admitted to seats at the side of the hall, but must not mingle with the delegates while the convention is in session.

Rule 8. That no information of the proceedings of the convention be furnished to the press except by the Press Committee.

Rule 9. That no delegate be allowed to speak more than ten minutes on any one question unless by permission of the convention.

Rule 10. It is the request of the committee that the President see that Section No. 15 of the Rules and Regulations be enforced during this convention.

Motion by Thomas Moss that the report of the committee be adopted as read.

Motion carried.

The next order of business was the report of the delegate from L. U. No. 78, which was read by Bro. George Smith and referred to the Committee on Officers' Reports.

### REPORT OF DELEGATE FROM LOCAL UNION No. 78, ST. JOHNS, P. Q., CANADA

Mr. President and Fellow Delegates:

I regret the need of again reporting on the Canadian lock-out. At the last convention we had an idea that out of all the reconstructive talk that was in the air, we might be able to get something definite that would assist us in reaching an honorable agreement with the Canadian pottery manufacturers, but the Canadian pottery manufacturers have proven themselves not to be the type of manufacturers who are desirous of honorable or fair agreements with their operatives and our sincere efforts to bring about peace and harmony and fair dealings in the industry in Canada have so far failed.

Immediately after the last convention I made an effort to get the Department of Labor at Ottawa to appoint a royal Commission or Conciliation Board on our case. I tried to do this through President Tom Moore of the Canadian Trades and Labor Congress, who has been ever ready to do what he could for us, and if we have not succeeded in getting a board or commission it is through no fault of his. We had intended forcing the issue with the labor department, but on his advice we held off until after the National Industrial Conference, which was then being arranged, and was held in Ottawa in September. I had the honor to be chosen as a delegate to the convention, as the representative of the pottery industry on the labor side. I also was a member of one of the principal committees, and it most certainly was my most interesting experience in the way of a convention; the sessions were held in the Senate Chamber of the House of Parliament at Ottawa, and lasted an entire week, and I can truthfully say I believe the foundation was there laid for a better, closer and more harmonious partnership between labor and capital in Canada, but that is only speaking in the broader sense, and it may take a generation to work out all the plans and suggestions that were approved of there, but it was not dreams or ideals we were after! in our case at least it was real live-wire action we were after, and that was the one thing we could not get.

I went from Ottawa to Hamilton, Ont., and there, as a delegate, attended the Trades and Labor Congress of Canada; while there I had a long interview with Senator Gideon Robertson, Minister of Labor; we went over the whole situation; he

is a Union man and a past vice president of the 'Telegraphers' Union, and had he been in office when this trouble started, I have an idea things might have been altogether different, but it was of such long standing when he took hold that it was anything but easy; seeing out troubles did not come under the head of a public utility, he promised to do what he could, and and was quite sympathetic, and himself suggested sending down a special investigator who is kept for just such hard problems as ours has turned out to be, but just then and for months later it was just one conference after another, and practically the whole Canadian Labor Department moved over to Washington for the big International Conference held there; then President Tom Moore went to Paris, and what with the other acute labor troubles in Canada, it was quite a long time before he did send down his representative in the person of Mr. E. McG. Quirk. Our committee met him and went over the whole situation from our point of view. He then went and had an interview with Black, and tried to get him to agree to a board of conciliation, or a conference, but Black refused absolutely, and stated this strike—as he calls it—had lost him \$100,000.00, and he was having nothing more to do with Unions or Union Labor; he was the boss; he would pay what he thought was right, and no more; he would impose what conditions he cared to, etc., etc.—on the strength of the report Mr. Quirk sent in. The Minister of Labor wrote us, stating he had definitely decided that no good purpose would be achieved by appointing a board or Royal Commission in this case at this time; and as they had exhausted every means of reaching a settlement, he must consider the matter at an end.

In the meantime, I had interviewed the Mayor and some of the City Aldermen, and they had a letter drawn up and signed by the Mayor and Aldermen recommending to the Minister of Labor just what we had previously asked, but he answered their appeal in much the same words as he had done our own previously, so I think we may consider that method of a possible settlement closed for the present at least, and it has again been demonstrated that by his unscrupulous autocracy, his political "pull," his egotism and insatiable greed, Black is the real source of our troubles in Canada.

As to the conditions at the C. T. P. and Dominion shops, they are pretty much as they were; they have had lots of troubles, and have them now. We know they have tried to bribe some of our own members in the States to come up and learn those people that they claimed they were making such a success of the trade with, how to make sanitary ware, but of course such an offer from such a firm was answered in the only possible way—NO! But it shows that things are not just what they should have us believe, and the only way they have managed to keep on is because of the small prices paid for making ware, and the unheard-of prices they are getting for it in the market; they have been shut down quite a lot, and there are still lots of changing going on; they were practically shut down quite recently for six weeks for want of material; they started up for a week or so, and are again shut down for want of flint. They also had a small strike on their hands, and the people there got a raise of 10 cents on each closet, which in this year of Grace, 1920, gives them 80 cents for pressing a

Wash Down, \$1.30 for pressing a regular Jet, and a so-called Kilnman gets 35 cents per hour for actual time worked. Any further comment from me on these prices would be superfluous, and it costs as much to live in St. Johns, P. Q., as any place I have heard of; however, I imagine they will have trouble from now on. We managed to place copies of the New Wage Scale and Agreements in the shops, and there has been lots of excitement ever since, and the trouble is not confined to the workmen only.

In my last report I stated an attempt was being made to float a new company and capitalized at half a million dollars, to be called the Canadian Pottery Company. I also stated I thought it would prove to be a fizzle; and I think I am safe in saying it is all of that, and from authentic information received, all is not as "rosy" as it might be at the "brainy" end of the business. It is still the Canadian Trenton Pottery Co., and that half million is all a sweet dream; "suckers" with money have not been as plentiful as certain people would have liked, and they are all scrapping over a "bone" which is getting pretty near bare, and in spite of all protests to the contrary, these are facts which will ultimately have a direct bearing on the final outcome of the trouble in the Canadian pottery industry.

I have endeavored to the best of my ability to keep the Executive Board in touch with the situation. I notified them some time ago that the city had purchased 15 acres of land for the purpose of bringing one of the biggest General Ware Pottery Companies to St. Johns to start a seven-kiln plan here. These people have been in St. Johns several times in connection with the project, and the Mayor and City Officials were in New York City and fixed up an agreement of the whole scheme, and I was able to forward them a copy of the agreement that was finally entered into, which calls upon this firm to spend between three and four hundred thousand dollars in a new plant, and with lots of other conditions attached, but of course this whole scheme has to be ratified by the property owners and rate payers, before it can become operative, and no one can say what the result will be; but if it ever did get started it would be a good thing for our people here, and I can't see why it should not be a success, as there is not a General Ware plant in Canada.

I am pleased to report our members with one exception have stayed loyally by the organization—this was Elezeur Baltazard. He was a saggermaker's helper; he never was of much account, and his break-away will never make much difference—except to himself—in the final settlement, but just the same Black was boasting to Mr. Quirk about getting him, and within the last month he has personally approached several of our members with the offer of jobs at the pottery, but I am pleased to report, in every instance, his advances were rejected with the answer—when you pay the price, we will work for you, and not till then. And that, I think, represents the feeling of all our members, but this lockout has been prolonged to such a length and our members, whom I wish to assure you fully appreciate all that the N. B. of O. P. has done for them, have felt for some time that considering the length of time they have been drawing strike pay, and also viewing the improved conditions for getting work elsewhere, or at other work here, came to the



conclusion that it was an opportune time to demonstrate to the trade and also to the Canadian pottery manufacturers that it is a principle they are fighting for, and not for the few dollars they were receiving from the Brotherhood. Therefore, on a regular meeting night, which had been called as a special meeting, the following resolution was adopted, but in order to be accurate, I will quote from the minutes of that meeting, which was held Friday, June 11, 1920:

"Moved by Bro. F. X. Goyette, and seconded by Bro. Florida Raymond, that the following resolution be adopted:

"Resolved, As the members of Local No. 78, N. B. of O. P., have been locked out by the Canadian Trenton Pottery Co. and the Dominion Pottery Co. of St. Johns, P. Q., Canada, for the past six and a half years, in an effort to reduce wages below the prices in effect previous to the world war, and in view of the fact that a large sum of money has been expended by our International Union in payment of strike benefits to our members, we feel that we cannot reasonably expect our organization to continue its support indefinitely; and as there are opportunities to find employment at other work here or at our own work in the States, that did not exist prior to this time, we feel that it is our duty to avail ourselves of such opportunities, to the end that on and after the pay ending June 19, 1920, we shall withdraw all claims for further strike benefits in the present lockout.

"In relieving the International Union from further financial assistance we wish to have it understood that it is our intention to continue the fight for a fair settlement. We still declare that a lockout exists in the sanitary pottery industry of Canada; that we will continue our active membership in the N. B. of O. P., and will remain true to the principles of International Trades Unionism; and that as individuals and collectively we will refuse to work for those or other pottery firms in Canada unless we receive the same Wage Scale and Agreements as are in force between the U. S. Sanitary Potters Association and the N. B. of O. P."

It was by consent agreed that a roll call, yea and nay vote be taken, and that a majority vote should carry. The vote was so taken, and was found to be unanimously in favor of adopting the above resolution, and President Maguire declared the resolution adopted and confirmed.

This resolution, I think, is quite clear, and although we relinquish all claims for further financial benefits in the way of strike pay, we wish to reiterate that we will retain our charter and active membership in the N. B. of O. P., and while 78 realizes it will be a difficult task, they will try to "carry on" until the pottery manufacturers of Canada are forced to realize that what they are now fighting for is what has already been granted to organized labor in general, and our own trade particularly throughout the whole world, with the exception of Canada. We want no more, we will accept no less, and while we fully realize the difficulty of the task ahead the knowledge that the whole N. B. of O. P. is still with them will, I am sure, inspire Local 78 to "carry on" with renewed vigor until the fight is finally and decisively won for right and justice. And while it may be unnecessary to repeat, let me remind those

members of the N. B. of O. P. who have not given this whole fight in Canada the consideration it deserves in relation to the pottery industry in the United States "A chain is only as strong as its weakest link"—and Canada is the weak "link" in the pottery chain on this North American continent, and it will be a menace to the whole structure that has taken so many years and so much labor to build up, and you will never be able to get the full benefit of your economic strength until it is as strong as the rest.

In conclusion, on behalf of the members of Local 78, I wish to take this opportunity of thanking the whole Brotherhood and the Executive Board for the unwavering support given throughout the struggle, and if I may be permitted to make special mention, I desire to express our appreciation of the prompt, efficient and considerate manner in which National Secretary-Treasurer Brother John T. Wood carried through his part of the trying experience we have just gone through.

And now on behalf of every member of Local 78, I thank you.

Announcements were then made by the chairmen of the different committees, after which the convention adjourned upon a motion made by Harry Hassall, to give the committees time to work.

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## Saturday, July Third

### MORNING SESSION

The Convention was called to order at 10 a. m., Saturday, July 3rd, President Menge in the chair.

Absentee, John O'Brien.

The minutes of the previous session were read and approved.

#### REPORT OF COMMITTEE ON GENERALWARE PRICE LIST

##### RESOLUTION No. 24

By Local Union No. 16 (Saggermakers), East Liverpool, Ohio.

Whereas, The cost of living is constantly increasing; and,  
Whereas, The rate of wages has not increased proportionately with the increased cost of living; therefore, be it

Resolved, That our National Officers ask the manufacturers for a re-opening of the agreement and that an amount sufficient to meet the present living conditions be asked for; said amount of increase to be asked for to be determined by action of the convention.

The committee recommended adoption.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

The Convention recommended that a general increase of 25 per cent be asked of the manufacturers.

#### REPORT OF COMMITTEE ON LAW

##### RESOLUTION No. 158

By Local Union No. 72 (Sanitary, Mixed), Evansville, Ind.

Whereas, We believe it is an injustice to mixed locals where as a general rule the pressers are in majority to have a law which was adopted in 1917, and reads: That in the future no two members from same craft shall be elected delegates to the same convention from mixed locals; therefore, be it

Resolved, That we the members of No. 72 ask the repeal of this law.

The committee recommended adoption.

Motion by T.B. Dennis that we concur in the recommendation of the committee.

Motion carried.

## RESOLUTION No. 1

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Whereas, We think the time is past when a foreman could do the organization any harm by attending the meetings of the Local; furthermore, we feel that in many cases it would be an advantage to the Local if foremen were permitted to retain their full membership; therefore, be it

Resolved, That Section 192 of the National Constitution be amended to read: A foreman may retain membership in the National Brotherhood of Operative Potters by paying dues and assessments, and he shall be entitled to attend meetings and entitled to benefits in time of trouble.

The committee recommended rejection.

The recommendation of the committee was adopted.

## RESOLUTION No. 194

By Local Union No. 81 (Mouldmakers), Trenton, N. J.

Resolved, That no member shall be allowed to hold honorary membership card and follow his trade.

The committee recommended rejection.

Motion by T. B. Dennis that the recommendation of the committee be concurred in.

Motion by Harry Hassall that the resolution be referred back to the committee.

The motion to refer back to the committee lost.

The motion to concur in the recommendation of the committee was then put and carried.

## RESOLUTION No. 156

By Local Union No. 63 (Saggermakers), Trenton, N. J.

Whereas, There has only been one saggermaker elected to serve on the conference with the manufacturers and Local 63 does not think one man enough to settle for saggermakers; therefore, be it

Resolved, That there be two saggermakers elected to serve on the conference with the manufacturers, one from the east and one from the west.

The recommendation of the committee was to reject, and on motion the recommendation of the committee was concurred in.

## RESOLUTION No. 190

By Local Union No. 81 (Mouldmakers), Trenton, N. J.

Whereas, It has been the custom of having two members from the same trade on the Executive Board; therefore, be it

Resolved, That only one member of each trade shall be elected on the Executive Board.

The committee recommended rejection.

The committee's recommendation was adopted.

## RESOLUTION No. 19

By Local Union No. 9 (Kilnmen), East Liverpool, Ohio.

Whereas, It has been customary on some shops to make the apprentice kilnman leave his bench and draw kiln when there is a shortage of men on the kilndrawing crew, thereby working a hardship on both the kiln crew and the apprentice; therefore, be it

Resolved, That on and after the passage of this resolution that an apprentice kilnman shall not be permitted to draw kiln while he has work on the bench at his own shop; and be it further

Resolved, That any Bench Boss failing to carry out the intent of this resolution shall be fined the sum of \$5.00 for the first offense and \$10.00 for the second or succeeding offenses; and be it further

Resolved, That any apprentice leaving his own shop to draw kiln when he has work on his own bench shall be fined the sum of \$5.00 for the first offense and \$10.00 for each succeeding offense.

The committee recommended the adoption of the following substitute for Resolution No. 19:

Whereas, It has been customary on some shops to make the apprentice kilnman leave his bench and draw kiln when there is a shortage of men on the kilndrawing crew, thereby working a hardship on both the kiln crew and the apprentice; therefore, be it

Resolved, That on and after the passage of this resolution that an apprentice kilnman shall not be permitted to draw kiln while he has work on the bench at his own shop without first having the consent of a majority of the kiln crew.

On motion by T. B. Dennis the recommendation of the committee was adopted.

## RESOLUTION No. 18

By Local Union No. 9 (Kilnmen), East Liverpool, Ohio.

Resolved, That the chairmen of all committees shall be chosen by the members of such committee. All rules conflicting with this resolution to be hereby repealed.

The committee recommended rejection.

The Convention concurred in the committee's recommendation.

## REPORT OF COMMITTEE ON STATE OF ORDER

Resolution No. 36, by Local Union No. 26, Kokomo Ind.

The committee recommended that Resolution No. 36 be adopted.

Motion by Driber that we concur in the recommendation of the committee.

Motion by J. P. Campbell that the resolution be referred back to the committee.

The motion to refer back to the committee carried.

(For further action on Resolution No. 36 see minutes Thursday afternoon, July 8th.)



## RESOLUTION No. 161

By Local Union No. 72 (Sanitary, Mixed), Evansville, Ind.

Whereas, We find a desire among the laborers on different shops to join the N. B. of O. P.; therefore, be it

Resolved, That an effort be made by the Executive Board to organize the laborers and bring about a standard scale of wages and improved conditions throughout the trade for all laboring work.

The committee recommended rejection.

On motion by Driber the committee's recommendation was concurred in.

## RESOLUTION No. 124

By Local Union No. 51 (Generalware, Mixed), Canonsburg, Pa.

Resolved That the boss handlemakers be organized into the N. B. of O. P. and that a base scale price be established of not less than one and one-half cents per dozen on teas, A. D. and St. Denis handles, the handlemaker to do no cutting.

The committee recommended rejection, and the Convention concurred in the recommendation of the committee.

## RESOLUTION No. 137

By L. U. 54 (China and Sanitary Ware, Mixed), New Castle, Pa

Resolved, That every man who takes any part handling any part or parts of material in the plant, shall belong to the local having jurisdiction and wage rates to be established for those who do not come under any branch of trade with wage rates already established.

The committee recommended rejection.

The recommendation of the committee was adopted.

## RESOLUTION No. 233

By Local Union No. 109 (Sanitary, Mixed), Chillicothe, Ohio.

Whereas, Our laws and wage agreements are in so many separate supplements that it is difficult to properly conduct a local or comply with the working agreement in an intelligent manner; therefore, be it

Resolved, That our National Secretary be instructed to place all our laws and constitution in one book, also all parts of the wage scale and working agreements with the manufacturers in one book. This law shall apply to both branches of the organization.

The committee recommended adoption.

On motion by Driber the committee's recommendation was concurred in.

## RESOLUTION No. 228

By Local Union No. 90 (Sanitary, Mixed), Clarksburg, W. Va.

Whereas, We, the members of Local Union No. 90, have found it almost impossible to get the Potters Herald, our secretary having written several letters without any notice being taken of him and the members going weeks and months without receiving a Herald; and,

Whereas, One of the members got his wife in East Liverpool to telephone to the Herald office and ask them why we were not getting our paper and they told her that bundles were being sent to the secretary of 99 and to hunt him up and get our paper; and,

Whereas, We do not feel inclined to walk a mile and a half to get our papers; therefore, be it

Resolved, That the N. B. of O. P. discontinue the publication of the Herald, as it is not fulfilling the purpose for which it was intended.

The committee recommended rejection.

The recommendation of the committee was adopted.

### REPORT OF COMMITTEE ON SANITARY PRICE LIST

Resolution No. 12, by Local Union No. 7, Tiffin, Ohio.

The committee recommended adoption.

Motion by S. M. Moore that the recommendation of the committee be concurred in.

Motion by T. B. Dennis that Resolution No. 12 be referred back to committee.

The motion to refer back to committee carried.

((For further action on Resolution No. 12 see Friday morning's minutes, July 9th.)

### RESOLUTION No. 111

By Local Union No. 49 (Packers), Trenton, N. J.

Resolved, That day wage shall be paid at the rate of seventy cents per hour, plus 25 per cent.

The committee recommended rejection.

On motion by S. M. Moore the recommendation of the committee was concurred in.

### RESOLUTION No. 116

By Local Union No. 50 (Sanitary, Mixed), Camden, N. J.

Whereas, We feel that the sanitary packers are one of the poorest paid branches in the sanitary trade; therefore, be it

Resolved, That after the expiration of the present agreement that they be paid at the rate of 80c an hour, plus 25%.

The committee recommended rejection.

The committee's recommendation was adopted.

### RESOLUTION No. 11

By Local Union No. 7 (Sanitary Mixed), Tiffin, Ohio.

Whereas. The price paid for a lug or button stuck on inside of a cast tank is three and three-fourths ( $3\frac{3}{4}$ ) cents; therefore, be it

Resolved, That all pressed buttons stuck on outside of tanks be paid accordingly.

The committee recommended adoption with the words "inside or" inserted between the words "on outside."

On motion by S. M. Moore the recommendation of the committee was concurred in.

## RESOLUTION No. 14

By Local Union No. 7 Sanitary, Mixed), Tiffin, Ohio.

Whereas, We believe that all Sanitary Kilnwork should be equal in both Glost and Bisque; therefore, be it

Resolved, That all glost ware be delivered to the kiln by the firm.

The committee recommended adoption.

The recommendation of the committee was concurred in.

## RESOLUTION No. 63

By Local Union No. 35 (Kilnmen) Trenton, N. J.

Whereas, The carrying out of glost ware is a great drawback and causes a lot of dissatisfaction to kilnmen; and,

Whereas, The last Sanitary Conference side-tracked a resolution to the same effect until after the war excuse; therefore, be it

Resolved, That glost ware be delivered to the kiln the same as bisque ware.

The committee recommended rejection.

The Convention concurred in the recommendation of the committee.

## RESOLUTION No. 122

By Local Union No. 50 (Sanitary, Mixed), Camden, N. J.

Whereas, The conditions in various shops entail hardships in the delivery of ware from the green room and dipping room to the kiln bench, because of unlevel floors, distance and other obstacles over which the workmen have no control; therefore, be it

Resolved, That on and after the expiration of the present agreement the firm be required to deliver all ware to the glost and bisque kiln bench.

The committee recommended rejection.

The recommendation of the committee was adopted.

## RESOLUTION No. 49

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Whereas, We feel it an injustice to glost kilnmen to be required to carry their own ware in view of the fact that the distance of carrying in most shops is unreasonable; and,

Whereas, It requires the services of one man for said carry; therefore, be it

Resolved, That at the expiration of our present agreement that the firm be required to pay said kilnmen at the same rate as those working at the bench.

The committee recommended rejection.

On motion the committee's recommendation was concurred in.

## RESOLUTION No. 182

By Local Union No. 79 (Sanitary, Mixed). Columbus, Ohio.

Whereas, There is no specified distance to which sanitary kilnmen are required to carry glost ware to kiln; therefore, be it

Resolved, That when the distance is between 50 and 60 feet, from dipping floor to the kiln door, an extra half day shall be allowed to the kiln; and where the distance is between 60 and 75 feet, one full day shall be allowed to the kiln; and where the distance is between 75 and 100 feet one and one-half days shall be allowed to the kiln.

The committee recommended rejection.

The committee's recommendation was adopted.

#### RESOLUTION No. 34

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Resolved, That a 25 % flat increase be demanded on the closet known as the Expulso.

The committee recommended adoption.

On motion by S. M. Moore the recommendation of the committee was concurred in.

#### RESOLUTION No. 38

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Resolved, That the decp seal with pipe and all other style closets made the same way, are underpaid, as the twelve (12) cents only pays for the pipe, but in forming the reservoir it takes time and a certain amount of loss that is not paid for, and we recommend ten (10) cents extra for same.

The committee recommended adoption.

The committee's recommendation was adopted.

Announcements were then made by the chairmen of the different committees, after which the Convention adjourned until 9:30 a. m., Tuesday, July 6th.

## Tuesday, July Sixth

### MORNING SESSION

The convention was called to order at 10 a. m., Tuesday July 6th, with President Menge in the chair.

The minutes of the previous session were read and approved.

Resolutions which had been presented at the close of Saturday morning's session were read and referred to the different committees as follows:

Resolution No. 240, by L. U. No. 95, was referred to the Committee on State of Order.

Resolution No. 241, by L. U. No. 44, was referred to the Committee on Law.

Resolution No. 242, by L. U. No. 44, was referred to the Committee on Finance.

Resolution No. 243, by L. U. No. 18, was referred to the Committee on Law.

Resolution No. 244, by L. U. No. 4, was referred to the Committee on Law.

Resolution No. 245, by L. U. No. 4, was referred to the Committee on Law.

Resolution No. 246, by L. U. No. 54, was referred to the Committee on Law.

#### RESOLUTION No. 247

By Tobacco Workers 'International Union.

Whereas, The paramount issue of today in the American Labor Movement is the political propaganda of the American Federation of Labor, namely, "Elect your friends and defeat your enemies," and the same principle should be applied to the demands of the Union Label Trades, "Remember your friends and defeat your enemies," through your purchasing power, demonstrating to our adversaries that the great American Labor Movement is united on the issues confronting the organized forces of our country today.

And to further promote the production of Union Labeled products, there must be a spirit of mutuality and co-operation among organized workers, and a consistent demand, thereby giving employment to the organized men and women in preference to those who seek to destroy the organized labor movement in the Label Trades industry; and,



Whereas, There are indications of a movement on the part of manufacturers in the tobacco industry to discontinue the use of the Union Label on their products. There is also an effort on the part of the jobbers and retailers to discourage the purchaser from buying Union Labeled Tobaccos, Cigarettes and Snuff, using the statement that Union Labeled products are inferior to the non-union brands manufactured under non-union conditions with cheap labor; and,,

Whereas, The brands of Tobacco, Cigarettes and Snuff bearing the label of the Tobacco Workers' International Union are not receiving the patronage to which they are entitled, when a greater demand would be the means of inducing unfair firms to adopt the Union Label, whereby many thousands of Tobacco Workers could be organized in the United States and Canada; therefore, be it

Resolved, That we, the delegates to the National Brotherhood of Operative Potters, in convention assembled in July, 1920, pledge our united efforts in creating a greater demand for Tobacco, Cigarettes and Snuff bearing the Union Label, and on our return to our respective home towns, make a special effort in our membership of the local union for a greater demand for Tobaccos, Cigarettes and Snuff bearing the Union Label.

On motion by W. T. Blake, Resolution No. 247 was adopted as read.

The following resolutions by Local Unions Nos. 54, 95, 76, 26, 9, 110 and 108 were read and ruled out by President Menge because their introduction is forbidden under provision of Section 23 of the National Constitution:

#### RESOLUTION BY L. U. No. 54

Whereas, The prices paid for jiggering butters are \$3.75 per hundred dozen for Hotel Butters and \$3.50 for thin butters and the prices paid for jiggering butters in china are less; therefore, be it

Resolved, That the prices paid for jiggering butters in china be 10% on the porcelain list.

#### RESOLUTION BY LOCAL UNION No. 95

The Decorating Kilnmen feel that a new form of evil is appearing in the trade in the form of one Kiln Fireman having charge of more than one kilnshed. If this work is allowed to continue it is very hard to determine how far this will go.

In comparison allow us to refer to the big kilnshed in reference to the Bench Bosses. Suppose they were allowed to have charge of two or three crews or two or three different kilnsheds what would be the results or would the trade allow such thing to occur; we think not; therefore, be it

Resolved, That no Decorating Kiln Fireman shall be permitted nor allowed to have charge of more than one distinct kilnshed, nor more than one battery of kilns where the firm has more than one set of kilns or more than one kilnshed that each job shall have one fireman to each crew.

## RESOLUTION BY LOCAL UNION No. 76

Whereas, The machine in all parts of the country makes a different amount of saggars for a day's work; therefore, be it

Resolved, That a piece work price for the saggermaker be worked out; and be it further

Resolved, That day wage or the piece work price be at the option of the saggermaker.

## RESOLUTION BY LOCAL UNION No. 26

Resolved, That our conferees at our next conference insist that all potteries under the jurisdiction of the sanitary branch of the trade shall have two weeks' shut-down, beginning the first Monday in August, with full pay.

## RESOLUTION BY LOCAL UNION No. 9

Whereas, Believing it to be a relic of the dark ages, and an imposition to be compelled to work on Saturday afternoon and that nearly all trades except general ware workers have a half holiday; therefore, be it

Resolved, That we recommend to this Convention that they pass resolution asking the manufacturers to arrange their shops to take every Saturday afternoon and pay at noon; and, therefore, be it

Resolved, That if this becomes a law it shall be compulsory on all workmen both piece and day wage.

## RESOLUTION BY LOCAL UNION No. 110

Resolved, That the Standing Committee meet the manufacturers in reference to an apprentice scale for gilders, as follows:

An apprentice must serve three years at the trade before becoming a journeyman.

One apprentice to be allowed to every seven journeymen or fraction thereof.

Wage scale to be given to Standing Committee before time of meeting.

## RESOLUTION BY LOCAL UNION No. 110

Great injustice is forced upon Gilders by some firms compelling some Gilders to dust their own ware; therefore, be it

Resolved, That all ware to be gilded must be dusted by the firms.

## RESOLUTION BY LOCAL UNION No. 108

Whereas, The product of the Hall China Co. of East Liverpool, Ohio, is marketed as vitrified china; and,

Whereas, A test by comparison of ware made by other so-called china potteries leaves no doubt as to the quality of the goods made by the said Hall China Co.; and,

Whereas, Members of the N. B. of O. P. are employed in said plant, receiving semi-porcelain prices for the making of china ware; and,

Whereas, The aforesaid conditions are contrary to the principles of the N. B. of O. P. and a menace to the china price list; therefore, be it

Resolved, That immediately upon adjournment of the Thirtieth Annual Convention, or as soon thereafter as possible, the proper officials of the National Brotherhood of Operative Potters shall take such action as is necessary to compel the said Hall China Co. to comply with the china price list, in all departments of said plant, under the jurisdiction of the N. B. of O. P.

## REPORT OF COMMITTEE ON RESOLUTIONS

### RESOLUTION No. 222

By Local Union No. 89 (Sanitary, Mixed), Richmond, Cal.

Resolved, That any member of the A. F. of L. shall be accepted as a member of the N. B. of O. P. without having to pay initiation fee, and that our delegates to the A. F. of L. convention be instructed to introduce a resolution to that body calling for such action on the part of all other affiliated national organizations.

The committee recommended non-concurrence with the resolution.

The report of the committee was adopted.

### RESOLUTION No. 216

By Local Union No. 89 (Sanitary, Mixed), Richmond, Cal.

Resolved, That the editor of the Potters Herald be instructed to especially publish all moves from other national labor unions tending to shorten the hours of work, considering such action as educational, with the results that the N. B. of O. P. in the near future would take similar steps.

The committee recommended adoption.

Motion by W. T. Blake that the recommendation of the committee be concurred in.

Motion carried.

### RESOLUTION No. 160

By Local Union No. 72 (Sanitary, Mixed), Evansville, Ind.

Whereas, There is very much discontent with the personnel of the Executive Board of the A. F. of L.; and,

Whereas, We believe that a new set of officers will be beneficial to unionism as a whole; therefore, be it

Resolved, That our delegates to the next A. F. of L. convention be instructed to work and vote for the betterment of the A. F. of L. by electing a new set of officers, who will be more progressive than the present ones.

The committee recommended non-concurrence with the resolution.

The report of the committee was adopted.

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**REPORT OF COMMITTEE ON FINANCE****RESOLUTION No. 22**

By Local Union No. 9 (Kilnmen), East Liverpool, Ohio

Resolved, That every member affiliated with the N. B. of O. P. who is in good standing shall receive the sum of Five Dollars a week after the first week's sickness and will continue to receive the same until he is able to perform his daily work unless the sickness is caused by willful conduct not becoming to a man or woman.

The committee recommended rejection.

On motion by G. A. Harrison the committee's recommendation was concurred in.

**RESOLUTION No. 239**

By Local Union No. 35 (Kilnmen), Trenton, N. J.

Whereas, The National President, First Vice President, and Secretary-Treasurer have not been paid the amount that other union officials receive, and as our organization is one of the strongest and most efficient of its kind; and,

Whereas, We consider that the salary of these officers should be increased sufficiently to put them in a standing with men holding similar offices in other labor organizations; therefore, be it

Resolved, That we increase the salary of our National President, our National First Vice President and our National Secretary-Treasurer five hundred dollars per year, the same to take effect as soon as possible.

The committee recommended adoption by striking out the words "the same to take effect as soon as possible" after the word year in the third line of the resolution and insert the words "the same to take effect from April 15 or August 1, 1920, the date to be determined by a vote of the trade.

The resolution was amended as adopted.

**RESOLUTION No. 114**

By Local Union No. 50 (Sanitary, Mixed), Camden, N. J.

Whereas, The salaried officers of the N. B. of O. P. (National President, National First Vice President and Secretary-Treasurer) have not been paid a sufficient salary to meet the high cost of living; therefore, be it

Resolved, That each of the above officers receive an increase of Five Hundred (\$500.00) Dollars per year; and be it further

Resolved, That above increase date back to April 15, 1920.

The committee recommended that Resolution No. 114 be rejected in favor of Resolution No. 239.

On motion by G. A. Harrison the committee's recommendation was concurred in.

## RESOLUTION No. 53

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Resolved, That Local No. 26 go on record as favoring National Officers an increase at the same percentage as they secure for the rank and file of the trade.

The committee recommended rejection.

The committee's recommendation was adopted.

## RESOLUTION No. 23.

By Local Union No. 10 (Turners and Handlers) E. Liverpool, O

Whereas, It has not been customary for our conference committee to receive any pay for traveling at night; and,

Whereas, We believe that no man is in a fit physical condition to do a day's work after traveling all night; therefore, be it

Resolved, That all conferees who have to travel one hundred and fifty miles, or more, to reach the conference, be allowed one day's wages going and one day's wages returning.

The committee recommended non-concurrence in the resolution.

The recommendation of the committee was adopted.

A partial report on mileage was read by G. A. Harrison, and on motion by George Marriott the report was received and the Secretary authorized to make out the checks for the different amounts.

## REPORT OF COMMITTEE ON GENERAL WARE

## PRICE LIST

## RESOLUTION No. 2

By Local Union No. 5 (General Ware, Mixed), Evansville, Ind.

Whereas, The present agreement concerning apprentice warehousemen is incomplete and unsatisfactory; therefore, be it

Resolved, That a rate of wages be established for apprentice warehousemen; and be it further

Resolved, That when a warehouse crew is short due to sickness, or other causes, and extra men are put on to fill out, they shall receive not less than apprentice wages.

## RESOLUTION No. 3

By Local Union No. 6, (Chinaware, Mixed), Wheeling, W. Va.

Resolved, That all kilns drawn on Sundays or holidays, shall be paid for at the rate of time and one-half.

## RESOLUTION No. 4

By Local Union No. 6, (Chinaware, Mixed), Wheeling, W. Va.

Resolved, That emptiers be paid 50 cents more per kiln than kilndrawers.



## RESOLUTION No. 5

By Local Union No. 6, (Chinaware, Mixed), Wheeling, W. Va.

Resolved, That 16-inch dishes shall not be placed above wauver cap.

## RESOLUTION No. 6

By Local Union No. 6, (Chinaware, Mixed), Wheeling, W. Va.

Resolved, That no flat be put above crossers on top of bisque kilns unless kilndrawers be paid extra for same.

## RESOLUTION No. 7

By Local Union No. 6, (Chinaware, Mixed), Wheeling, W. Va.

Resolved, That the hauling of broken saggars from all glost kilns be eliminated.

## RESOLUTION No. 8

By Local Union No. 6, (Chinaware, Mixed), Wheeling, W. Va.

Resolved, That no kiln be drawn if the temperature of kiln registers more than 130 degrees Fahrenheit.

## RESOLUTION No. 15

By Local Union No. 9 (Kilnmen), East Liverpool, Ohio.

Resolved, That we, the Kilnmen, ask that the following wage scale be adopted:

Bench Boss, per kilnman's day . . . . .	\$4.50
Journeymen, per kilnmen's day . . . . .	\$4.00
Apprentice—	
First six months . . . . .	\$2.50
Second six months . . . . .	\$2.70
Second year . . . . .	\$3.00
Third year . . . . .	\$3.40

Apprentice Kilnmen shall receive full time after the first three months; the difference between the journeyman and the apprentice wages shall be divided among the crew. That two kilnman's days be considered a day's work. All over two days' work to be paid at the rate of time and a half, and where the kilns are fired with coal or they demand that saggars be wadded tight from bottom to top that the firm shall pay five per cent extra on kilnman's day's work.

## RESOLUTION No. 16

By Local Union No. 9 (Kilnmen), East Liverpool, Ohio.

Whereras, It has been the custom in the past for kilnmen to straighten up and move saggars from around the kilns when the kiln is set in; therefore, be it

Resolved, That in the future when the kilns are set in the kilnman shall have nothing to do with moving or straightening up of saggars.

## RESOLUTION No. 21

By Local Union No. 9 (Kilnmen), East Liverpool, Ohio.

Resolved, That the journeymen kilnmen ask for Eight Dollars per day and eight hours to constitute a day's work, and Bench Bosses ask for Nine Dollars a day, with one-half hour taken off for lunch and get paid the same. Actual working time to be seven hours and a half.

## RESOLUTION No. 25

By Local Union No. 22 (Mouldmakers), East Liverpool, Ohio.

Whereas, There is great dissatisfaction among the different branches of the trade in not being represented on the Western Standing Committee; therefore, be it

Resolved, That the Western Standing Committee consist of seven (7) members and that only one (1) from each Local Union be entitled to election.

## RESOLUTION No. 27

By Local Union No. 22 (Mouldmakers), East Liverpool, Ohio.

Whereas, The delivering and dumping of plaster in box and removing of refuse from the mould shop is injurious to our health; therefore, be it

Resolved, That all plaster shall be delivered and dumped and all refuse removed from mould shop after 4:30 P. M. by the firm.

## RESOLUTION No. 29

By Local Union No. 25 (Packers), East Liverpool, Ohio.

Whereas, The packers in the generalware trade have never had steady work in the past; therefore, be it

Resolved, That no packer shall be compelled to work more than nine hours in any one day.

## RESOLUTION No. 125

By Local Union No. 51 (Generalware, Mixed), Canonsburg, Pa.

Whereas, Owing to the large amount of small ware being placed in glost kilns, such as teas, fruits, oatmeals, 4-inch and small bakers; and,

Whereas, This line of work causes an extra hardship in putting in a kilnman's day's work; therefore, be it

Resolved, That the cubic measurement in glost kilns be reduced from 162 to 150 cubic feet for a kilnman's day.

## RESOLUTION No. 126

By Local Union No. 51 (Generalware, Mixed), Canonsburg, Pa.

Whereas, In some shops the casters are compelled to carry their slip a distance of 40 feet or more from the slip tank to their bench; therefore, be it

Resolved, That when a caster carries slip more than 30 feet from tank to bench, that the firm either deliver the slip to the bench or the caster be paid a dollar a day extra on his day's work.

## RESOLUTION No. 127

By Local Union No. 51 (Generalware, Mixed), Canonsburg, Pa.

Whereas, Considerable time is lost by clay workers in carrying clay, slip and carrying out scraps; therefore, be it

Resolved, That the firm deliver the clay and slip on benches; and take away the scraps.

## RESOLUTION No. 129

By L. U. 54 (China and Sanitary Ware, Mixed), New Castle, Pa

Whereas, The piece work system has produced many complications in the pottery trade; therefore, be it

Resolved, That the piece work system be abolished and a day wage price be substituted; and be it further

Resolved, That a committee be appointed thirty days after convention to draw up a day wage scale and report at 1921 convention.

## RESOLUTION No. 131

By L. U. 54 (China and Sanitary Ware, Mixed), New Castle, Pa

Whereas, The jiggermen have been granted an increase to compensate their help by having a percentage of the jiggermen's wages given for the required help; therefore, be it

Resolved, That similar ways and means be drawn up to compensate the turners' spongers.

## RESOLUTION No. 132

By L. U. 54 (China and Sanitary Ware, Mixed), New Castle, Pa

Resolved, That a committee be appointed at this convention to draw up a uniform price list for china decorators, decal workers, liners and printers, the same to be appointed within thirty days from date of convention, and to report within sixty days from date of appointment the price list to be based on prices paid in Trenton; and be it further

Resolved, That an apprentice system be established based on the following: First six months, 33 ⅓ % off; second six months, 25 % off; third six months, 20 % off; fourth six months 15 % off; third year, 10 %; then journeyman; and be it further

Resolved, That a day wage price be established for the decorating trade, including printing on rolls.

## RESOLUTION No. 133

By L. U. 54 (China and Sanitary Ware, Mixed), New Castle, Pa

Whereas, The great amount of small ware and the necessity of placing different colors in certain parts of the kiln causes great hindrance and an inability to make any fair time by the present piece work system; therefore, be it

Resolved, That all china glost kiln-placing be placed on a day wage price of two and a half kiln days for a day of from 7 o'clock to 4 o'clock, with the half hour off for lunch and the hour off for dinner, and a day and a quarter for Saturdays for a period of from 7 o'clock to 11:30 o'clock, with the half hour period off for lunch.

## RESOLUTION No. 142

By Local Union No. 57 (General Ware, Mixed), Niles, Ohio.

Whereas, At some potteries the firms have relieved the saggermakers of the work of running out green saggars; and,

Whereas, It is incorporated in our present agreement that green saggars shall be delivered to the bisque kilnmen, or in small shops, where the kilnmen take part in the run out, they receive pay for that work equal to the time they would make on the bench; therefore, be it

Resolved, That the firms throughout the U. S. P. A. shall relieve the saggermakers of the work, running out green saggars, or if it is necessary for the saggermakers to take part in the runout, they shall receive the same pay as the kilnmen.

## RESOLUTION No. 143

By Local Union No. 57 (General Ware, Mixed), Niles, Ohio.

Resolved, That we, as casters, ask for a standard settlement of seventy-five pourings to a set of moulds; all over that, the manufacturers shall be required to pay pressers' prices (for extra sponging and rubbing of ware.) Should manufacturers refuse to come to this agreement, casters will not be responsible for roughness of ware. All rules and regulations concerning conditions of casting shop must be faithfully fulfilled by manufacturers to insure better working conditions for casters.

## RESOLUTION No. 144

By Local Union No. 57 (General Ware, Mixed), Niles, Ohio.

Resolved, That where pressers, casters or dishmakers are required to change moulds, put in new moulds or take out old moulds, they shall be paid on the same scale that they would earn at the bench for the same length of time.

## RESOLUTION No. 145

By Local Union No. 57 (General Ware, Mixed), Niles, Ohio.

Resolved, That where a manufacturer requires a turner to make his own chucks, they must be paid for according to the turners' day wage scale for the length of time required to complete the chuck and where a turner is required to make his own chucks, the manufacturers are to furnish the wood with nut attached ready to be turned.

## RESOLUTION No. 146

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers), Sebring, Ohio.

Resolved, That there shall not be more than one apprentice to three journeymen in the white or decorating warehouse, and if at any time there has to be an extra apprentice put on, the oldest apprentice must be paid journeyman's wages from that time on, providing he stays on said shop until his time would have been out; be it further

Resolved, That the warehousemen be given an eight-hour day.

## RESOLUTION No. 148

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers), Sebring, Ohio.

Resolved, That when an apprentice is started on the decorating kilns he must work ten per cent off for the first year and five per cent off for the second year and the said per cent must be divided among the journeymen in the shop; and be it further

Resolved, That no more than one apprentice be allowed to four journeymen, and where an extra apprentice must be put on the oldest apprentice must receive journeymen's wages from that time on; no apprentice can be put on as long as a journeyman can be secured.

## RESOLUTION No. 153

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers), Sebring, Ohio.

Resolved, That no woman be allowed to select ware; all selecting must be done by warehousemen.

## RESOLUTION No. 171

By Local Union No. 76 (Chinaware, Mixed), Buffalo, N. Y.

Whereas, It is an accepted fact, beyond the realms of discussion, recognized by the United States Government in all its departments, by all the state and principal trade industries of the country, that the 8-hour day is the basic day upon which all wage scales should be fixed; that the porcelain industry is one of the few left which still is compelled to work and whose wages are based on a 54-hour week; it is time that the industry fall in line with the other great trades of the country and the N. B. of O. P. claim for their membership an 8-hour day, and we submit the following resolution for the convention:

Resolved, That all wage scales be fixed on a 48hour week basis; that the convention demand that concessison for the Brotherhood, and that failing favorable settlement at the convention the question be submitted to a vote of he trade at the earliest opportunity.

## RESOLUTION No. 172

By Local Union No. 76 (Chinaware, Mixed), Buffalo, N. Y.

Whereas, We feel that bone dishes are not paid for and require the same method in making as pickles; etc.; and,

Whereas, The bone dish takes just as much time to make and finish as pickles or other articles of that nature; therefore, be it

Resolved, That bone dishes pay the same price as pickle dishes.

## RESOLUTION No. 173

By Local Union No. 76 (Chinaware, Mixed), Buffalo, N. Y.

Whereas, We feel that the casting of casseroles requires the same time and work as making or casting cover dishes; and,



Whereas, We feel that the casserole should pay the same price as the cover dish; therefore, be it

Resolved, That the casserole pay the same price as the cover dish.

#### RESOLUTION No. 189

By L. U. No. 80 (General Ware, Mixed), Huntington, W. Va.

Whereas, The turner has been compelled to increase the wages of his helper, known as the sponger, over one hundred per cent in the past two or three years, and it still is a very difficult matter to get the right kind of help at the present price paid, and the turner cannot afford to pay his helper a higher wage; therefore, be it

Resolved, That the firm pay the turner's helper a bonus of ten per cent of the turners' wages where the helper works for one turner, a bonus of five per cent when working for two turners, a bonus of three and one-third per cent when working for three turners, and two and one-half per cent when working for four turners.

#### RESOLUTION No. 207

By Local Union No. 86 (Warehousemen), East Liverpool, Ohio.

Whereas, It has become an essential factor to the employer and the employee alike to have safe and sanitary shops to work in; and,

Whereas, At present there are several old type potteries west of the Allegheny Mountains which are neither safe nor sanitary to work in; therefore, be it

Resolved, That all potteries west of the Allegheny Mountains that at present do not have trucks for warehousemen to move ware with, immediately equip their shops with a sufficient amount of trucks to handle all glost and decorated ware which has to be moved by warehousemen; and be it further

Resolved, That all shops not equipped for trucks be so remodeled so as to make it possible to use trucks, thereby eliminating the carrying of ware for an unreasonable distance by the warehousemen.

#### RESOLUTION No. 208

By Local Union No. 86 (Warehousemen), East Liverpool, Ohio.

Whereas, Due to the unfair treatment and favoritism shown by a large percentage of warehouse foremen it has brought to light the fact that a considerable number of worthy union brothers have been held on one job without being given a chance to graduate into a competent warehouseman at the expiration of their apprenticeship, and further proving a burden to L. U. No. 86 by reason of said warehousemen not getting journeyman rate of wages after serving three years at warehouse work due to being kept on one job for three years without being given the chance to prove said workman's worth, and further in some cases the oldest man in point of service is

oftimes kept in the very worst capacity, while at the same time said workman is competent in all capacities, while new men brought in from other shops are given the best work oftimes rone as an indusement for some warehouseman to make a change; therefore, be it

Resolved, That apprentices shall be moved up to give them a chance to become competent warehousemen.

#### RESOLUTION No. 211

By Local Union No. 86 (Warehousemen), East Liverpool, Ohio.

Whereas, There has been considerable trouble in the past between employers and employees relative to the duties of warehousemen; therefore, be it

Resolved, That warehouse work shall consist of all trucking, handling ware, piling, binning, setting decorated ware, selecting all gradees of ware and getting out orders for decoration and white orders; and be it further

Resolved, That no person shall be employed at warehouse work in the future who is not physically able and has sufficient education to enable him to perform all the duties required in warehouse work; and be it further.

Resolved, That warehousemen shall not be required to perform any other duties than which are enumerated in the above resolution.

#### RESOLUTION No. 212

By Local Union No. 86 (Warehousemen), East Liverpool, Ohio.

Whereas, The International Labor Conference assembled at Washington went on record as endorsing an eight-hour day for all laborers; therefore, be it

Resolved, That warehousemen demand an eight-hour day without any decrease in pay.

#### RESOLUTION No. 229

By L. U. No. 94 (Warehousewomen), East Liverpool, Ohio

Resolved, That eight hours shall constitute a day's work for women in both glost and bisque warehouses.

The committee recommended that the foregoing resolutions from No. 2 to 229, inclusive, be referred back to the local unions presenting them.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

#### RESOLUTION No. 26

By Local Union No. 22 (Mouldmakers), East Liverpool, Ohio.

Whereas, There was a law adopted at the 1915 Convention requiring that there be a competent stenographer engaged at all conferences between the manufacturers and th N. B. of O. P.; and,

Whereas, There is a stenographer engaged at sanitary conferences in accordance with the action of the 1915 Convention; therefore, be it

Resolved, That a stenographer be engaged at all general ware conferences, to take a correct record of the proceedings.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No. 152

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers), Sebring Ohio.

Resolved, That all existing recommendations become laws from the next conference on; and be it further

Resolved, That hereafter there be no more recommendations made, but that they must be made as laws only.

The committee recommended adoption.

The committee's recommendation was concurred in.

#### RESOLUTION No. 28

By Local Union No. 22 (Mouldmakers), East Liverpool, Ohio.

Whereas, The agreement with the Manufacturers' Association has a privilege of a re-opening of either side; and,

Whereas, The increasing cost of necessities has grown to such proportions that our present wages are insufficient; therefore, be it

Resolved, That we ask for a general 25 per cent increase.

#### RESOLUTION No. 30

By Local Union No. 25 (Packers), East Liverpool, Ohio.

Resolved, That no packer having left the trade be permitted to come back to the trade as long as there is a journeyman packer out of a job.

#### RESOLUTION No. 67

By L. U. No. 40 (Jiggermen and Dishmakers), Trenton, N. J.

Whereas, The last General Ware Conference was signed upon conditions that if the high cost of living still continued to go higher, the agreement could be re-opened at the expiration of six months by giving 30 days' notice to the U. S. P. A.; therefore, be it

Resolved, That this convention go on record in endorsing the action of Local Union No. 40 asking for a 10% increase and that the Executive Board bring this matter before the U. S. P. A. and have the agreement re-opened at the end of 30 days' notice; and be it further

Resolved, That the conferees that were on the Conference Committee be still retained, and the president instruct said conferees to gather data ascertaining how much the cost of living has gone up in their respective localities.

## RESOLUTION No. 149

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers), Sebring, Ohio.

Resolved, That the wage agreement be re-opened July 22, 1920, and a 50 % increase be asked for.

The committee recommended that Resolutions 28, 30, 67 and 149 be rejected.

On motion the recommendation of the committee was concurred in.

## RESOLUTION No. 31 BY LOCAL UNION No. 25

The committee recommended that Resolution No. 31 be referred to the Health Committee of the convention.

Motion by T. M. Woods that the recomemndation of the committee be concurred in.

Motion carried.

(For further action on Resolution No. 31, see Thursday morning's minutes, July 8th.)

After announcements had been made by the chairmen of the different committees the convention adjourned to reconvene at 2:30 P. M.

## Tuesday, July Sixth

### AFTERNOON SESSION

The convention was called to order at 2:45 p. m., with President Menge in the chair.

The minutes of the previous session were read and approved.

#### REPORT OF COMMITTEE ON LAW

##### RESOLUTION No. 99, BY LOCAL UNION No. 46

The committee recommended rejection.

Motion by George Chadwick that we concur in the recommendation of the committee.

Motion lost.

Motion by James Bailey that Resolution No. 99 be referred back to the committee.

Motion carried.

((For further action on Resolution No. 99 see Thursday afternoon's minutes, July 8th.)

##### RESOLUTION No. 232, BY LOCAL UNION No. 109

The committee recommended adoption.

Motion by George Chadwick that the recommendation of the committee be concurred in.

Motion by Hassall that Resolution No. 232 be referred back to the committee.

Motion to refer back to the committee carried.

(For further action on Resolution No. 232, see Thursday afternoon's minutes, July 8th.)

##### RESOLUTION No. 245

By L. U. No. 4 (General Ware, Pressers), East Liverpool, O.

Resolved, That Section 122 of the National Constitution be changed to read as follows: Any member who gives up or loses his position in the pottery for any cause whatever and accepts employment either temporarily or permanently at some other trade or calling not under the jurisdiction of the N. B. of O. P., but under that of the A. F. of L., may retain his or her membership by paying the regular dues into his local union for a period of six months and be entitled to all privileges and death benefits; but at the end of six months, if such member is still engaged at other work, he must take out the ordinary withdrawal card or apply for honorary membership in the National Union subject to the clause, which follows:



Clause A. Any member applying for honorary membership in the N. B. of O. P. shall agree not to accept or retain employment where a strike is duly authorized by, or a lockout is in force against any bona-fide union affiliated with the A. F. of L., or in any pottery in which the firm refuses to accept the working agreements of the N. B. of O. P. To accept or retain employment under the above mentioned conditions, said card becomes null and void and the holder loses all rights, privileges and benefits derived from the National Brotherhood of Operative Potters.

The committee recommended adoption.

On motion the committee's recommendation was concurred in.

#### RESOLUTION No. 150

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers), Sebring, Ohio.

Resolved, That when a Local notifies a member to appear at a meeting of the local, regular or special, and he fails to appear, said member be fined two dollars (\$2.00) for first offense and for second offense be suspended unless a reasonable excuse be given.

The committee recommended adoption of the following substitute for Resolution No. 150:

Resolved, That when a Local notifies a member to appear at a meeting of the Local, to reply to charges or to give information of interest to the Local or trade and failing to appear, shall be fined two (\$2.00) dollars.

On motion by Dennis the convention concurred in the committee's recommendation.

#### RESOLUTION No. 241, AS AMENDED

By Local Union No. 44 (General Ware, Mixed), Sebring, Ohio.

Whereas, Members of the N. B. of O. P. are being discriminated against by some firms for their activities when doing shop committee work or other work for local unions; and,

Whereas, When this happens in cities where there are just a few shops it forces our members to get work in other cities; therefore, be it

Resolved, That when a firm desires an advertisement in the Herald for workmen, that the secretary of the local having jurisdiction over said firm shall approve same before it is accepted for publication.

The committee recommended adoption by striking out the words "secretary of the local" and inserting the words "shop committee."

On motion by George Chadwick the recommendation of the committee was concurred in.

#### RESOLUTION No. 244

By Local Union No. 4 (Pressers), East Liverpool, Ohio.

Resolved, That Section 73 and Section 74 of the Constitution shall be changed to read as follows: And any and all laws that conflict with the adoption of this resolution are hereby repealed.

Resolved, That the revenue of the National Union shall be derived from one per cent of the earnings of each member; shall be collected each pay day and forwarded to the National Secretary-Treasurer at the end of each month, who will receipt for same. This fund shall be used for defense purposes and for the general expenses of the National Brotherhood of Operative Potters.

Resolved, That Section 18 be changed to read as follows: The Local Unions shall pay their representatives' expenses to the convention and the amount expended for railroad fare, with no extra allowance for stop-over privileges, and all other expenses shall be paid by the Local Union which they represent.

The committee recommended rejection.

On motion by Dennis the recommendation of the committee was concurred in.

#### RESOLUTION No. 246, AS AMENDED

By L. U. 54 (China and Sanitary Ware, Mixed), New Castle, Pa

Whereas, There are seven china locals in the west; and,

Whereas, These locals are not represented on the conference committee; therefore, be it

Resolved, That this convention concede the right of these locals of being represented on the conference committee; and be it further

Resolved, That this convention decide how this new member shall be selected.

The committee recommended adoption with the second resolve stricken out and the following substituted in place of the last resolve:

That the National President shall decide from which local the conferee shall be chosen:

The convention adopted the committee's recommendation.

#### RESOLUTION No. 243

By Local Union No. 18 (Dippers), East Liverpool, Ohio.

Resolved, That we disapprove of the methods of election of Executive Board; and,

Whereas, There are six Pressers on Board as now constituted; therefore, be it

Resolved, That each branch of the trade be represented on Board that President, First Vice President and Secretary-Treasurer remain as now and be elected from any branch, but Second Vice to Seventh each represent the different branches of trade and Section 30 of laws be amended to conform to this and this to take effect at next election.

The committee recommended rejection.

Motion by Dennis that we concur in the recommendation of the committee.

Motion carried.

A motion was made by George Steele, delegate from Local Union No. 18, that a rising vote be taken on the committee's recommendation.

The rising vote resulted in a vote of 43 to 40 in favor of adopting the committee's recommendation, which was to reject the resolution.

Announcements were then made by the chairmen of the different committees, after which the convention adjourned until Wednesday morning at 9:30.

## Wednesday, July Seventh

### MORNING SESSION

The convention was called to order at 9:45 a. m. with President Menge in the chair.

The minutes of the previous session were read and approved.

Resolutions which had been presented at the close of Tuesday afternoon's session were read and referred to the different committees as follows:

Resolution No. 248 by Local Union No. 9 was referred to the Committee on Resolutions.

Resolution No. 249, by Local Union No. 108, was referred to the Committee on Law.

Resolution No. 250, by Local Union No. 22, was referred to the Committee on Health.

Resolution No. 251, by Local Union No. 47, was referred to the Committee on Law.

### REPORT OF COMMITTEE ON SANITARY PRICE LIST

#### RESOLUTION No. 237

By Local Union No. 109 (Sanitary, Mixed), Chillicothe, Ohio

Whereas, The sanitary trade has received two increases in wages quite recently, due to the increased cost of living; and

Whereas, In spite of said increases members with families are having a hard time making both ends meet, even though working steadily, due to continual and incessant increases in prices of commodities; therefore, be it

Resolved, That the coming convention pass a resolution favoring \$10.00 per day as a minimum for a mechanic in the sanitary trade.

The committee recommended rejection.

On motion by S. M. Moore the committee's recommendation was concurred in.

#### RESOLUTION No. 41

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Resolved, That when accessories in excess of 50c are stuck on any closet, that said closet cease to be considered as a regular closet and accessories, and said closet shall be settled on its merits, as a complete piece.

The committee recommended that Resolution No. 41 be referred back to the Local Union presenting it.

The convention concurred in the committee's recommendation.

#### RESOLUTION No. 45

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Resolved, That all square feet shall pay ten (10) cents extra.

The committee recommended concurrence in the resolution.

The committee's recommendation was adopted.

#### RESOLUTION No. 74

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Resolved, That the standard size of staple jets shall be twenty-three inches over all measurements; jets exceeding these measurements shall pay fifteen (15c) cents per inch or fraction thereof.

The committee recommended adoption.

The convention concurred in the recommendation of the committee.

### REPORT OF COMMITTEE ON FINANCE

#### RESOLUTION No. 242

By Local Union No. 44 (General Ware, Mixed), Sebring, Ohio.

Whereas, We feel that our vice presidents have not been adequately paid for their services; therefore, be it

Resolved, That we increase the Second, Third, Fourth, Fifth, Sixth and Seventh Vice Presidents from \$10.00 per year to \$100.00 per year, and their hourly rate from \$1.00 to \$1.25.

The committee recommended the adoption of the following substitute for Resolution No. 242:

Whereas, We feel that our Vice Presidents have not been adequately paid for their services; therefore, be it

Resolved, That we increase the salaries of the Second, Third, Fourth, Fifth, Sixth and Seventh Vice Presidents from \$10.00 to \$25.00 per year, and all committee work done for the N. B. of O. P. shall be paid at the rate of \$1.25 per hour. The amount for one day's work not to exceed \$10.00.

Motion by G. A. Harrison that the committee's recommendation be concurred in.

Motion carried.

#### RESOLUTION No. 217

By Local Union No. 89 (Sanitary, Mixed), Richmond, Cal.

Resolved, That the National Officers, salaries be raised according and comparatively with the wages of the members of the trade, and this to take place at the same time.

The committee recommended rejection.

The committee's recommendation was adopted.

#### RESOLUTION No. 151

By Local Union No. 59 (Kilnmen) Dippers, Saggermakers and Kilndrawers), Sebring Ohio.

Resolved, That owing to the high cost of everything, that 50 % of the 1 % be retained by the local in which it is collected to help pay the expenses of said local without raising the dues.

The committee recommended rejection.

The convention concurred in the committee's recommendation.

#### RESOLUTION No. 73

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Whereas, The expenses of the tuberculosis fund have exceeded the receipts, making it necessary to replenish the same from the defense fund, which was originally organized for strike benefits only; and,

Whereas, The death benefit fund has since its inception gradually increased; therefore, be it

Resolved, That the death benefit and the tuberculosis funds be merged into one fund.

The committee recommended adoption with the following amendment:

"And be it further, Resolved, That Section 128 of the National Constitution be repealed.

On motion by G. A. Harrison the recommendation of the committee was concurred in.

#### RESOLUTION No. 238

By Local Union No. 109 (Sanitary, Mixed), Chillicothe, Ohio.

Whereas, Our Defense Fund has now reached almost \$700,000.00; and,

Whereas, One-half of one per cent would now net approximately as much as one per cent did just a few years ago; therefore, be it

Resolved, That the coming convention pass a resolution expunging the present law which calls for a weekly assessment of one per cent of each member's earnings, and enact a law levying a weekly assessment of one-half of one per cent of each member's earnings.

The committee recommended rejection.

On motion by G. A. Harrison the recommendation of the committee was concurred in.



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## REPORT OF COMMITTEE ON GENERAL WARE PRICE LIST

### RESOLUTION No. 128

By Local Union No. 53 (Finishers), East Liverpool, Ohio.

Whereas, The ruling is that the finishing of butter bottom and butter drainer is the work of the sticker-up, but they are made on a flat or saucer jigger, and in some shops the sticker-up does them and in some shops the finisher on the job they are made on does them. We feel that it is an injustice to the finisher on the job they are made on when the sticker-up in the shop claims them, for the more dozens of butter bottoms or butter drainers they make for a sticker-up the less ware the jiggerman makes for his finisher. We have jiggermen that say they will not make a piece of ware on their jigger that their finisher can't finish, for they feel that their finisher expects a day's wages from that job as well as they (the jiggermen) do; and we feel that we should have a day's wages from the job as well; therefore, be it

Resolved, That in shops where the sticker-up insists on finishing the butter bottoms and drainers that they be taken off the flat jigger and put on the jigger the sticker-up is working, after, the jumbo jigger.

The committee recommended adoption.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

## REPORT OF COMMITTEE ON LAW

### RESOLUTION No. 89

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Resolved, That Section 31 of the National Constitution be amended as follows:

The offices of the National President and Secretary-Treasurer shall be located in East Liverpool, Ohio; the office of the First Vice President shall be located in Trenton, N. J., to be voted for by the entire trade; the Second and Sixth Vice Presidents shall be located in East Liverpool or any other city or town west of the Allegheny Mountains, they to represent and to be voted for exclusively by the generalware branches of the trade. The Seventh Vice President shall be located west of the Allegheny Mountains to be voted for exclusively by the sanitary branch of the trade; the Third Vice President shall be located in Trenton or any other city east of the Alleghenies, and shall represent the generalware branch, and voted for exclusively by the generalware branch of the trade; the Fourth and Fifth Vice Presidents shall be located in Trenton or any other city east of the Allegheny Mountains and shall represent the sanitary branch of the trade and be voted for exclusively by the sanitary branch of the trade. All laws conflicting with the above are hereby repealed.

The committee recommended rejection.

On motion by George Chadwick the recommendation of the committee was concurred in.

#### RESOLUTION No. 167

By Local Union No. 73 (Sanitary, Mixed), Cameron, W. Va.

Whereas, The sanitary trade has no voice in the election of the General Ware Standing Committee; and,

Whereas, The general ware trade helps to elect Sanitary Standing Committee; and,

Whereas, The First Vice President has jurisdiction over the sanitary trade; therefore, be it

Resolved, That the First Vice President be elected by the sanitary trade only.

The committee recommended rejection.

The committee's recommendation was adopted.

#### RESOLUTION No. 84

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Resolved, That the words "two-thirds" (2-3) before the word secret in Section 208 of the National Constitution shall be stricken out and the word "majority" inserted.

The committee recommended adoption.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 93

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Resolved, That in conferences and special meetings with the manufacturers which affects the wage scale that the branches affected shall be entitled to representation.

The committee recommended adoption.

Motion by George Chadwick that the recommendation of the committee be concurred in.

Motion by Ward that Resolution No. 93 be referred back to the committee.

The motion lost.

The motion to concur in the recommendation of the committee lost.

Motion by George Layne that we take a rising vote on the recommendation of the committee.

The motion to take a rising vote lost.

Resolution No. 93 was rejected.

### REPORT OF COMMITTEE ON RESOLUTIONS

#### RESOLUTION No. 225

By Local Union No. 89 (Sanitary, Mixed), Richmond, Cal.

Whereas, One of the principles of the A. F. of L. is never to consider our wages as the proper remuneration of our work; therefore, be it

Resolved, That the N. B. of O. P. goes on record as favoring a society in which exploitation of man by man shall be eliminated.

The committee recommended that Resolution No. 225 be referred to the convention for concurrence or non-concurrence.

Motion by Will T. Blake that we concur in the recommendation of the committee.

Motion by Hutchins that the Resolution be tabled.

The motion to table the resolution carried.

Motion by S. M. Moore that the convention now adjourn untill 9:30 Thursday morning.

Announcements were made by the chairmen of the different committees, after which the convention adjourned in accordance with the motion offered by S. M. Moore.

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## Thursday, July Eighth

### MORNING SESSION

The convention was called to order at 10 a. m. with President Menge in the chair.

The minutes of the previous session were read and approved.

The following letter received from the American Flint Glass Workers' Union was read by Assistant Secretary George Chadwick:

Atlantic City, N. J., July 6, 1920.

John T. Wood, Secretary, National Brotherhood of Operative Potters, Louvan Hotel, Atlantic City, N. J.

Dear Sir and Brother:

It is with extreme pleasure in behalf of the American Flint Glass Workers' Union in convention assembled, that I extend to your organization our most hearty and sincere fraternal greetings. We trust that the prosperous course of your organization in the past few years will ever continue, and that the deliberations of your convention will be the most successful and harmonious in the history of your organization.

Fraternally yours,

C. J. SHIPMAN, Secretary-Treasurer.

Motion by Dennis that the letter be received, spread on the minutes and a similar resolution be returned the Flint Glass Workers now in convention in this city.

Motion carried.

In accordance with the foregoing motion the following letter was sent to the Secretary of the Flint Glass Workers Union: C. J. Shipman, Secretary, American Flint Glass Workers Union, Atlantic City, N. J.

Dear Sir and Bro.:

The delegates of the National Brotherhood of Operative Potters in convention assembled desire to acknowledge the receipt of your very cordial fraternal greetings and good wishes, and have instructed me to assure you these generous sentiments are most heartily reciprocated.

Fraternally yours,

JOHN T. WOOD,

Secretary-Treasurer, National Brotherhood of Operative Potters.

Atlantic City, N. J., July 8, 1920. .

### REPORT OF COMMITTEE ON HEALTH

#### RESOLUTION No. 81

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Whereas, Certain firms have not complied with the health agreements adopted at the last conference; therefore, be it

Resolved, That we re-affirm our actions of recent conventions in demanding improved health conditions, such as:

Improved heating system, the same to be under the control of the workers.

To exercise more care in the sweeping of shops, no sweeping to be done before 6 P. M. while men are working.

Toilets and toilet rooms to be kept in a sanitary condition.

No kilns to be lighted before 4 P. M. if men are working.

Storm windows to be furnished on the cold side of the shops.

The committee recommended the adoption of the following substitute for Resolution 81:

Resolved, That we recommend the vacuum system be installed in all plants as the only method of cleaning.

Where it is necessary to sweep the old way, sweeping shall be done between 6 p. m. and 6 a. m. and employees are to give their full co-operation in an effort to keep their places of employment clean and sanitary.

This does not cancel the present arrangements for cleaning and sweeping in the dipping and ware rooms.

Before cold weather manufacturers shall have all openings around window frames plastered up, windows repaired and where necessary storm windows and doors be installed and all shops be properly heated; also roofs and floors be kept in good condition.

Where kilns are fired with coal, they shall not be lighted when men are working if it is possible to avoid it.

Sufficient inside toilets be installed in all plants and toilet rooms to be kept in a sanitary condition.

Sufficient dressing rooms with lockers be provided in all plants.

If due consideration is not given to the health of the workmen, the Shop Committee may take the matter up with the firm, and if they fail to reach an understanding, the question may then be referred to the Standing Committee for adjustment.

Motion by Cartlidge that the recommendation of the committee be concurred in.

Motion carried.

#### RESOLUTION No. 250

By Local Union No. 22 (Mouldmakers), East Liverpool, Ohio.

Whereas, The shops in the East Liverpool district are in a very unsanitary and unhealthy condition through the neglect of the firms not keeping them in a sanitary condition;

Whereas, The man that does the sweeping in some of the shops comes around to sweep as early as 1 P. M., and you have to let him sweep then or not at all, which is very unsatisfactory to the workmen and women;

Whereas, At any time that the inspector does go through the shops he always takes some member of the firm or representative through with him, which does not give the employee a chance to point out or to state a complaint if there be any;

Whereas, The members west of the Allegheny Mountains contribute the greatest portion of the money toward the fund to pay the health inspector and receive no benefits therefrom; therefore, be it



Resolved, That the health officer go through the shops at least twice a year in East Liverpool district, and that he shall not publish it in the paper or let anyone know at what time he is going to make an inspection.

The committee recommended rejection.

On motion by Cartlidge the recommendation of the committee was concurred in.

#### RESOLUTION No. 138

By L. U. 54 (China and Sanitary Ware, Mixed), New Castle, Pa

Resolved, That in kiln firing there be some ventilation system installed by which the smoke will not interfere in shops surrounding the kilns.

The committee recommended rejection.

The committee's recommendation was adopted.

#### RESOLUTION No. 134

By L. U. 54 (China and Sanitary Ware, Mixed), New Castle, Pa

Resolved, That the use of sandpaper for finishing sanitary ware in casting and pressing shop be discontinued for the health of all. This ought to be a law and guilty ones should be fined.

The committee recommended that all the words after the word "discontinued" be stricken from the resolution and the resolution be adopted as amended.

On motion the recommendation of the committee was concurred in.

#### RESOLUTION No. 135

By L. U. 54 (China and Sanitary Ware, Mixed), New Castle, Pa

Resolved, That there be some device by which cores could be drawn out without the use of dust when casting tanks, hoppers, etc. This method should be discontinued by all means, as it is unhealthful to the workmen.

The committee recommended the adoption of the following substitute for Resolution No. 135:

Resolved, That the Health Inspector devise some method by which cores can be drawn out without the use of dust while casting hoppers and tanks. The use of dust should be discontinued by all means, as it is unhealthful to the workmen.

On motion the recommendation of the committee was concurred in.

#### RECOMMENDATION OF HEALTH COMMITTEE

We recommend that the asthma treatment be continued for another year.

On motion the recommendation of the Health Committee was adopted.

## RESOLUTION No. 31

By Local Union No. 25 (Packers), East Liverpool, Ohio.

Whereas, It has been customary in some shops to use old barrels, some of which are not fit to use, being a source of ill health on account of having been used for garbage and foul-smelling material, others containing refuse, plaster and other dirt; therefore, be it

Resolved, That all old barrels and casks be emptied, washed and cleaned at the expense of the firm before being brought to the packing shed.

The committee recommended adoption.

The committee's recommendation was concurred in.

## REPORT OF COMMITTEE ON FINANCE

Resolution No. 210 by Local Union No. 86.

The committee recommended adoption as amended by the committee.

Motion by G. A. Harrison that the recommendation of the committee be concurred in.

Amendment by T. B. Dennis that we strike out the amount of \$200.00 and insert \$250.00.

Motion by Marriott that Resolution No. 210 be referred back to the committee.

Motion carried.

((For further action on Resolution No. 210, see Saturday morning's minutes, July 10th.))

## RESOLUTION No. 213

By Local Union No. 89 (Sanitary, Mixed), Richmond, Cal.

Whereas, Our National Defense Fund has grown to a sum well over a half million dollars, and we consider that amount sufficient for any immediate or future emergency that may overtake us. We have absolute confidence in those with whom our funds are entrusted, nor do we anticipate any disruption of our order, yet recalling a few feeble attempts to that end, but we have in mind cases of recent date where the defense funds of labor unions were ruthlessly tied up by no less a power than our Federal officials, while the membership and their families were in dire need of such funds; therefore, we deem it wise to take precaution by which we may be reasonably sure of the use of our funds in case of necessity. We realize, too, that most of our local unions, as a rule, are lacking in finance for any other purpose than the actual running expenses of the local. The appeals from other crafts in difficulty by either donation or assessment is continuous and justifiably in most cases, especially so on the Pacific Coast, as the potters here can testify; therefore, after careful thought, we venture to say we consider it would be logical and democratic if the N. B. of O. P. would for experiment take action by legal means to put its different locals in a better financial condition than they now are to the end that they may be better able to control local conditions and lend some aid to others whose interests are our interests, also as well as to relieve the individual member from contributing to other unions in trouble so frequently; therefore, be it

Resolved, That on and after September 1, 1920, the different locals of the N. B. of O. P. do and are hereby authorized to collect and retain one per cent of the net earnings of each and every member for a period of two years or longer as the convention may decide, the said fund or funds to be kept in a separate fund and used only for local defense or organization purposes; and be it further

Resolved, That all laws in conflict with the foregoing resolution are hereby suspended or amended so as to conform with the same.

The committee recommended rejection.

The recommendation of the committee was adopted.

## REPORT OF COMMITTEE ON LAW

### RESOLUTION No. 251

By Local Union No. 47 (Sanitary, Mixed), Bordentown, N. J.

Whereas, It has not been the custom of the National Brotherhood of Operative Potters to furnish a copy of the report of the Executive Board to the trade in general; therefore, be it

Resolved, That a copy of the Executive Board Report be sent to every member of the National Brotherhood of Operative Potters.

The committee recommended rejection.

On motion by Chadwick the recommendation of the committee was concurred in.

### RESOLUTION No. 249

By Local Union No. 108 (China Ware, Mixed), Bedford, O.

Resolved, That where a doubt exists as to the grade of ware made by a pottery under the jurisdiction of the N. B. of O. P., it shall be the duty of the proper officials of the said organization to ascertain, by such tests as are necessary the grade of ware made at the shop in question.

The committee recommended adoption.

The recommendation of the committee was adopted.

### RESOLUTION No. 86

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

A change in the Constitution of the National and Subordinate Local Unions. Initiation and Reinstatement Fees. Change Section 153 and Section 154 on page 54, to read as follows:

Section 153. The initiation fee shall be Twenty-five (\$25) Dollars for males and females receiving the same compensation for their services; where females receive less than males they shall be required to pay one-half the regular initiation fee, which shall be Twelve Dollars and Fifty Cents (\$12.50). One-fourth of each initiation fee to be paid to the National Union.

Section 154. The reinstatement fee for suspended members shall be Fifty (\$50.00) Dollars for males and females receiving the same compensation for their services. Females receiving less than males shall be required to pay one-half of the regular reinstatement fee, Twenty-five (\$25.00) Dollars. One-fourth of the reinstatement fee to go to the National Union.

To take effect January 1st, 1921.

The committee recommended adoption of the resolution by striking out the first paragraph as a whole and changing the second paragraph to read \$25.00 instead of \$50.00, and \$12.50 instead of \$25.00.

Motion by Dennis that we concur in the recommendation of the committee.

The motion to concur in the committee's recommendation lost, thereby rejecting the resolution.

#### RESOLUTION No. 121

By Local Union No. 50 (Sanitary, Mixed), Camden, N. J.

Whereas, In order to lighten the duties of the First Vice President and create a means by which any information can be had concerning any price, measurement or article made in the trade; therefore, be it

Resolved, That the Fifth Vice President shall be known as the National Statistician, whose duty it shall be to make a complete list of all prices, measurements, features, alterations and changes of all articles made in the trade; he shall be notified of all settlements not later than two weeks after adjustments; and be it further

Resolved, That it shall be his duty to visit every shop in the trade except California, no less than twice a year.

The committee recommended rejection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 130

By L. U. 54 (China & Sanitary Ware), Mixed), New Castle, Pa

Whereas, It is impossible to collect all dues, fines, assessments and one per cent under the present method of collecting and the trade has quite a number of suspended members and it is almost impossible to collect their reinstatement fees; therefore, be it

Resolved, That necessary steps be taken to have the dues, fines, assessments and one per cent and reinstatement fees deducted from the pay in the office and the same forwarded to the person or persons who shall be elected to care for the same; and be it further

Resolved, That the Constitution and By-Laws be amended to conform with this resolution.

The committee recommended non-concurrence in the resolution.

The convention adopted the recommendation of the committee.

#### RESOLUTION No. 197

By Local Union No. 81 (Mouldmakers), Trenton, N. J.

Resolved, That one mouldmaker be appointed whenever any question is to be considered in reference to the mouldmaking trade.

The committee recommended rejection.

The committee's recommendation was concurred in.

## RESOLUTION No. 209

By Local Union No. 86 (Warehousemen), East Liverpool, Ohio.

Whereas, We the warehousemen of L. U. 86 have just recently been confronted with grievances from members being underpaid in accordance to time served, seemingly due to lack of interest on the members' part until it becomes an established precedent; after submitting to the above mentioned for a considerable length of time, the brother brings his grievance before the local for aid which places the local in an almost powerless position to act; therefore, be it

Resolved, That any member of L. U. 86 failing to get an advance in pay when it is due him shall report same at the next regular meeting of L. U. 86. Any member failing to comply with this order shall be fined not more than \$5.00 and not less than \$1.00 or suspended; all such cases must be brought to the attention of the local by the brother involved in the grievance; said grievances must be submitted in person.

The committee recommended rejection.

On motion by Dennis the recommendation of the committee was concurred in.

## RESOLUTION No. 227

By Local Union No. 90 (Sanitary, Mixed), Clarksburg, W. Va.

Whereas, It has been a source of annoyance when we ask for an increase in wages and each local asks for a different price and each locals' demands are sent to the manufacturers. The manufacturers have said that we do not know what we want or we would not all be asking a different amount of increase; therefore, be it

Resolved, That whenever a number of local unions send requests to the Executive Board for an increase in wages, the Executive Board shall not give them to the manufacturers, but shall strike an average of all demands and present it to the manufacturers as the demands of the N. B. of O. P.

The committee recommended adoption by striking out the word "an" between the words "for" and "increase" in the second line of the resolve, and inserting the words "a general."

On motion by Chadwick the recommendation of the committee was adopted.

Announcements were then made by the chairmen of the different committees, after which the convention adjourned until 2:30 p. m.



## Thursday, July Eighth

### AFTERNOON SESSION

The convention was called to order at 2:30 p. m., with President Menge in the chair.

Absentee, J. P. Campbell.

The minutes of the previous session were read and approved.

Resolutions which had been presented at the close of the morning's session were read and referred to the different committees as follows:

Resolution No. 252, by Local Union No. 59, was referred to the Committee on Finance.

Resolution No. 253, by Local Union No. 59, was referred to the Committee on Finance.

Resolution No. 254, by Local Union No. 91, was referred to the Committee on Law.

Resolution No. 255, by Local Union No. 31, was referred to the Committee on Law.

Resolution No. 256, by Local Union No. 45, was referred to the Committee on Finance.

Resolution No. 257, by Local Union No. 59, was referred to the Committee on Finance.

### RECOMMENDATION OF GENERAL WARE PRICE LIST COMMITTEE

We, the General Ware Price List Committee, hereby submit the following recommendation:

We would recommend that the National Secretary-Treasurer be empowered to withhold from publication in the convention program resolutions calling for changes in prices and working conditions, sent in by general or china ware locals the year the sanitary scale is to be considered and that resolutions affecting the sanitary scale be withheld from publication in the program the year the general ware scale expires and all such resolutions shall be returned to the locals.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

## REPORT OF COMMITTEE ON RESOLUTIONS

### RESOLUTION No. 248

By Local Union No. 90 (Sanitary, Mixed), Clarksburg, W. Va.

Whereas, It is assumed that the N. B. of O. P. is a non-political organization; therefore, be it

Resolved, That no local of the N. B. of O. P. be permitted to use the seal of said local to further the candidacy of any aspirant for public office.

The committee recommended the adoption of the resolution with the following amendment:

Unless such person is a union man in good standing and well qualified, or a person who by past experience and dealings with working people has shown himself to be of unquestioned fairness to organized labor.

Motion by Will T. Blake that we concur in the recommendation of the committee.

Motion carried.

## REPORT OF COMMITTEE ON STATE OF ORDER

### RESOLUTION No. 36

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Whereas, The N. B. of O. P. in convention has recorded itself in favor of the plan of industrial unionism (not I. W. W.) and,

Whereas, There has been little or no effort on the part of our organization to get other than the skilled mechanics into the organization; and,

Whereas, We have at the present time nothing in the way of a wage scale and working rules to offer them as an inducement to become members of our organization; therefore, be it

Resolved, That this convention draw up suitable plans whereby we can take care of the semi-skilled and the so-called unskilled men and women working in the pottery industry and that a campaign be inaugurated whereby all pottery workers in whatever capacity employed may be brought into the N. B. of O. P.

The committee recommended adoption of the following substitute for Resolution No. 36:

Resolved, That this convention go on record as re-affirming its former attitude toward industrial unionism; and be it further

Resolved, That the local unions of the N. B. of O. P. do all that is in their power to induce all employes in the potteries to join the N. B. of O. P.

Motion by Driber that the recommendation of the committee be concurred in.

Motion carried.

### RESOLUTION No. 240

By Local Union No. 95 (Decorating Kilnfiremen and Kilnplacers), East Liverpool, Ohio.

Resolved, That the National President of the N. B. of O. P. be instructed by this convention to appoint a committee of seven members in the East Liverpool district to endeavor to organize the decorators in the East Liverpool district.

The committee recommended adoption of the following substitute for Resolution No. 240:

Whereas, The gilders and liners have organized partially in the decorating departments in East Liverpool; and,

Whereas, It is an uphill fight; therefore, be it

Resolved, That the gilders and liners in East Liverpool local appoint an organization committee and the same be given all support possible by our Executive Board and all local unions.

Motion by Driber that the recommendation of the committee be concurred in.

Amendment by Dupuy that all local unions endeavor to organize the decorators in their respective localities.

Amendment carried.

The motion as amended carried.

## REPORT OF COMMITTEE ON SANITARY PRICE LIST

### RESOLUTION No. 141

By L. U. 54 (China and Sanitary Ware, Mixed), New Castle, Pa

Resolved, That some means be provided to determine what constitutes a day's work in placing glost ware in tunnel kilns.

The committee recommended adoption.

On motion by S. M. Moore the recommendation of the committee was concurred in.

### RESOLUTION No. 183

By Local Union No. 79 (Sanitary, Mixed), Columbus, Ohio.

Resolved, That when the bench boss having notified the foreman of his need of saggars and other supplies for the day and that if they are not delivered in proper time that the crew shall go home or be paid the regular kilnmen's wages and that no unfair methods shall be used to discharge any of the men, and be it further

Resolved, That whenever kilnmen are compelled to wait for a kiln they shall be paid regular kilnmen's wages while waiting.

The committee recommended rejection.

The recommendation of the committee was adopted.

### RESOLUTION No. 163

By Local Union No. 73 (Sanitary, Mixed), Cameron, W. Va.

Resolved, That the firms discontinue the use of bats in saggars or pay 7 cents extra for each, as the bats involve extra work and extra weight and more are being used each day.

The committee recommended adoption.

The committee's recommendation was concurred in.

## RESOLUTION No. 69

By Local Union No. 41 (Dippers), Trenton, N. J.

Whereas, We, the dippers of Local 41 are obliged to handle and dip lavatories, slop sinks, slop hoppers, and as other crafts are being paid extra for handling the same goods; therefore, be it

Resolved, That we, the dippers of Local 41 be paid the same extra that the kilnmen are being paid for handling lavatories, slop sinks and slop hoppers.

The committee recommended the adoption by striking out the words "dippers of Local 41" and inserting the words "sanitary dippers."

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

## RESOLUTION No. 179

By Local Union No. 79 (Sanitary, Mixed), Columbus, Ohio.

Whereas, The dipping trade is one of the most dangerous and unhealthy of any trade in the pottery industry, and the apprentice is one of the poorest paid of any apprenticeship in the pottery trade; therefore, be it

Resolved, That at this convention of 1920 a new wage scale for apprentice dippers be adopted to apply as follows:

First six months . . . . .	\$2.50 per day
Second six months . . . . .	\$3.00 per day
Second year . . . . .	\$3.50 per day
Third year . . . . .	\$4.00 per day
Fourth year . . . . .	\$4.50 per day

Plus all other increases granted since signing of old scale.

The committee recommended that Resolution No. 179 be referred back to Local.

The recommendation of the committee was concurred in.

## RESOLUTION No. 191

By Local Union No. 81 (Mouldmakers), Trenton, N. J.

Resolved, That sanitary mouldmakers shall receive \$1.50 per hour for mouldmaking and 44 hours to constitute a week's work.

The committee recommended that the Resolution be adopted with the amount per hour amended to read \$1.25 instead of \$1.50.

On motion by S. M. Moore the committee's recommendation was adopted.

## RESOLUTION No. 60

By Local Union No. 35 (Kilnmen), Trenton, N. J.

Whereas, The Journeymen Kilnmen have to do the apprentice's work for the first week or two; and,

Whereas, Said apprentice is more of a drawback to the crew than of assistance; therefore, be it

Resolved, That said apprentice be paid from the office for the first week; and be it further

Resolved, That journeyman's wages be paid out of the office and all over his regular apprentice wages be divided among the journeymen in the crew.

The committee recommended adoption.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 61

By Local Union No. 35 (Kilnmen), Trenton, N. J.

Whereas, The placing of tank covers is very slow and tedious work when placed separate or on top of tanks in the bisque state; therefore, be it

Resolved, That after the expiration of the present agreement all tank covers when placed separate or on tops of other tanks (meaning two or more in one tank), or when placed in sagger loads that they be paid for at the rate of 5c each; and be it further

Resolved, That all tank covers in glost be paid for at the rate of 5c each.

The committee recommended adoption.

On motion the committee's recommendation was concurred in.

#### RESOLUTION No. 62

By Local Union No. 35 (Kilnmen), Trenton, N. J.

Whereas, It necessitates a lot of the setterout's time in counting green saggars and counting ware that goes in kilns (particularly at Christmas and Fourth of July) and arranging trials and cones to the great dissatisfaction of the kiln crew; therefore, be it

Resolved, That when the setter-out or any man in the kiln crew is required to count green saggars that they be paid at the rate of \$2.00 per kiln, and \$2.00 per kiln for counting ware and \$1.00 per kiln for arranging trials and cones.

The committee recommended adoption.

The recommendation of the committee was adopted.

#### RESOLUTION No. 64

By Local Union No. 35 (Kilnmen), Trenton, N. J.

Whereas, At present there seems to be a great deal of misunderstanding in regard to extra prices being paid for placing different classes of work and as to heights of bungs, both glost and bisque, also when green kilns, meaning kilns filled or placed with green saggars, the way that they are placed for the amount of money; also which work belongs to the kilnmen and which work does not belong to the kilnmen in different shops and different parts of the country; and,

Whereas, There should be ways and means of determining what is the kilnmen's work and his pay without protesting each grievance in each shop; therefore, be it



Resolved, That the 30th annual convention appoint a committee to write a book of working rules and prices for sanitary kilnmen, the same to be approved by Local No. 35, the Executive Board and the National President and to be distributed to each sanitary kilnman and to each one starting at the business and a revised edition be issued every four years with all changes added.

The committee recommended non-concurrence in the resolution.

The committee's recommendation was concurred in.

#### RESOLUTION No. 65

By Local Union No. 35 (Kilnmen), Trenton, N. J.

Whereas, The placing of lavatories requires extra time and care and the present extra price being paid does not pay for the extra work involved for placing them; therefore, be it

Resolved, That the convention adopt the following price list:

All lavatories either swung or reared, glost or bisque up to and including 20-inch .....	.05
Over 20 inch and up to 24 inches .....	.10
Over 24 inch and up to 28 inches .....	.15
Over 28 inch and up to 32 inches .....	.40
Over 32 inch and up to 36 inches .....	.60
All stall urinals .....	1.00
All syphon action jet slop sinks .....	.40

The committee recommended adoption.

The convention concurred in the committee's recommendation.

#### RESOLUTION No. 68

By Local Union No. 41 (Dippers), Trenton, N. J.

Whereas, We feel that the present system of supplying dippers with bisque ware is wrong and our dippers have had to wait through the carelessness of bisque warehousemen; therefore, be it

Resolved, That hereafter when the bisque warehousemen can not supply dippers with ware that the firms be made to pay for the time the dippers loaf or else the dippers go home.

The committee recommended adoption.

On motion by S. M. Moore the recommendation of the committee was concurred in.

Resolution No. 199, by Local Union No. 82. The committee recommended adoption as amended.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion by Andy Masters that Resolution No. 199 be referred back to the committee.

The motion to refer back to committee carried.

(For further action on Resolution No. 199 see Friday morning's minutes, July 9th.)

## RESOLUTION No. 96

By Local Union No. 46 (Sanitary, Mixed), Wheeling, W. Va.

Whereas, It is conceded by all sanitary casters that the price list on cast washdowns and reverse trap syphon action closets was unduly formulated through imperfect knowledge; and,

Whereas, Manufacturers are continually experimenting with additional moulds to perfect these closets, requiring more work in sticking-up and greater risk in the firing; therefore, be it

Resolved, That seven pieces instead of ten shall constitute a day's work and that the price be increased sufficiently to grant a fair day's wage.

The committee recommended rejection.

The recommendation of the committee was adopted.

## RESOLUTION No. 98

By Local Union No. 46 (Sanitary, Mixed), Wheeling, W. Va.

Whereas, The prevailing price for extended lip, stream pipes, side supplies and other parts stuck on cast closets at fifty per cent off the pressing list, requires the same work and greater risk than pressing, which is unfair; therefore, be it

Resolved, That the casters receive the same price as the pressers for this line of work.

The committee recommended rejection.

The committee's recommendation was concurred in.

## RESOLUTION No. 174

By Local Union No. 77 (Sanitary, Mixed), Mannington, W. Va.

Whereas, The sanitary casting price list on accessories is underpaid; and,

Whereas, The same amount of work and risk is necessary; therefore, be it

Resolved, That all seat vents, jet pipes and all other accessories stuck on be paid the same price as the pressing list.

The committee recommended adoption by inserting the words "extended lip" after the word "pipes" in the first line of the resolve.

On motion by S. M. Moore the recommendation of the committee was adopted.

The recommendation of the committee was adopted.

## RESOLUTION No. 175

By Local Union No. 77 (Sanitary, Mixed), Mannington, W. Va.

Whereas, We believe the casting of sanitary ware has reached the point where an apprenticeship is necessary; therefore, be it

Resolved, That all starting to cast sanitary ware serve three years to become a journeyman sanitary caster; and be it further

Resolved, That 25 per cent on the dollar be taken off the first year; 15 per cent the second year, and 5 per cent the third year; and be it further

Resolved, That the ratio be the same as the ratio in the pressing trade.

The committee recommended adoption with the following amendment:

That the word "three" in the second line of the first resolve be stricken out and the word "five" inserted, and the same ratio both in number of apprentices and percentage which govern the pressing branch.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion by Remele that we refer Resolution No. 175 back to the committee.

The motion to refer back to the committee lost.

The motion to concur in the recommendation of the committee was non-concurred in.

Motion by Hutchins that Resolution No. 175 be rejected.

Motion to reject the resolution carried.

#### RESOLUTION No. 202

By Local Union No. 82 (Sanitary, Mixed), Cambridge, Ohio.

Whereas, We believe that where shops are casting tanks with stuck-on backs and lugs stuck on covers is much harder and require more work and time than where tanks are cast in one piece moulds; therefore, be it

Resolved, That where such tanks are made that each caster shall cast eight tanks per day and the price be increased to enable said caster to make the same day's pay for eight as he now receives for ten cast tanks.

The committee recommended rejection.

The committee's recommendation was concurred in.

#### RESOLUTION No. 58

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Whereas, We feel the time has arrived for changing our present method of counting kiln work, owing to the enormous amount of days it requires to make a week's work; therefore, be it

Resolved, That at the end of our present agreement, that we modify our present quota foot measurement by two and calling it one day instead of two, and that six days become a week's work and that \$8.00 per day be asked for.

The committee recommended adoption by striking out the word "modify" and inserting the word "multiply," and by striking out the words "and that six days become a week's work and that \$8.00 per day be asked for."

On motion by S. M. Moore the committee's recommendation was adopted.

#### RESOLUTION No. 196

By Local Union No. 81 (Mouldmakers), Trenton, N. J.

Resolved, That the mouldmaker shall have the privilege of going on casting.

The committee recommended rejection.

The convention adopted the recommendation of the committee.

## RESOLUTION No. 195

By Local Union No. 81 (Mouldmakers), Trenton, N. J.

Resolved, That in time of depression all work shall be equally divided.

The committee recommended non-concurrence in the resolution.

The committee's recommendation was adopted.

## RESOLUTION No. 193

By Local Union No. 81 (Mouldmakers), Trenton, N. J.

Resolved, That no one shall be allowed to block and case or make moulds unless he is a member of the Mouldmakers' Union.

The committee recommended rejection.

The recommendation of the committee was concurred in.

## RESOLUTION No. 231

By Local Union No. 109 (Sanitary, Mixed), Chillicothe, Ohio.

Whereas, The making of sanitary ware casting moulds is much heavier and more laborious than the making of pressing moulds; therefore, be it

Resolved, That mouldmakers making moulds for casting shall receive 20 per cent more than the regular sanitary mouldmakers' base rate calls for.

The committee recommended rejection.

The convention adopted the committee's recommendation.

## RESOLUTION No. 192

By Local Union No. 81 (Mouldmakers), Trenton, N. J.

Resolved, That when it is necessary for mouldmakers to work overtime they shall be paid time and one-half for all overtime and double time for Sundays.

The committee recommended adoption.

The recommendation of the committee was concurred in.

## RESOLUTION No. 136

By L. U. 54 (China and Sanitary Ware, Mixed), New Castle, Pa

Resolved, That the journeymen mouldmakers receive the same rate as general ware mouldmakers, viz., \$1.10 per hour.

The committee recommended non-concurrence in the resolution.

The convention adopted the committee's recommendation.

## RESOLUTION No. 50

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ond.

Resolved, That mouldmakers shall receive \$1.50 per hour for mould making, and \$1.60 per hour for blocking and casing, forty-four (44) hours to constitute a week's work, starting at 7 o'clock in the morning and quitting at 4 o'clock in the evening, one hour for dinner. Saturday starting at 8 o'clock A. M. and quitting at 12 o'clock noon.

The committee recommended rejection.

The committee's recommendation was concurred in.

## RESOLUTION No. 100

By Local Union No. 46 (Sanitary, Mixed), Wheeling, W. Va.

Whereas, The method of casting sanitary ware has made the work of mould-makers difficult and heavy; therefore, be it

Resolved, That sanitary mould-makers receive forty-eight (\$48.00) per week, work eight hours per day and four hours on Saturday; and be paid time and one-half for all over-time.

The committee recommended rejection.

The recommendation of the committee was adopted.

## REPORT OF COMMITTEE ON FINANCE

Resolution No. 210, by Local Union No. 86.

The committee recommended adoption as amended by the committee.

Motion by G. A. Harrison that we concur in the committee's recommendation.

Motion by Brennen that Resolution No. 210 be laid over until we hear from the Finance Committee on the Resolution covering honorary membership.

Motion carried.

(For further action on Resolution No. 210 see Saturday morning's minutes, July 10th.)

## RESOLUTION No. 204

By Local Union No. 85 (Sanitary, Mixed), Philadelphia, Pa.

Whereas, The Death Insurance Fund is rapidly increasing and the high cost of funerals has made the \$200 Death Benefit only equal to \$100 and is not doing the amount of good to the member's beneficiary that was intended; therefore, be it

Resolved, That we amend Section 114 of our laws to read \$250.00.

The committee recommended rejection.

On motion by G. A. Harrison the recommendation of the committee was concurred in.

## REPORT OF COMMITTEE ON LAW

## RESOLUTION No. 17

By Local Union No. 9 (Kilnmen), East Liverpool, Ohio.

Whereas, Section 256, 257, page 63 of the National Constitution demands that when a new crown or bottom has been placed in a kiln, said kiln shall be re-measured after the third firing; and,

Whereas, The aforesaid sections place no penalty for failure to have the kiln re-measured; therefore, be it

Resolved, That Sections 256, 257 of the National Constitution be amended to read as follows:

When a new crown or bottom has been placed in a kiln it MUST be reported to the Local having jurisdiction and re-measured after the third firing; and be it further



Resolved, That for failure to so report said kiln and have the same re-measured the crew where such changes have been made shall be fined the sum of \$10.00 for the first offense and \$25.00 for the second offense and suspension or expulsion for all others.

The committee recommended adoption.

Motion by T. B. Dennis that we concur in the recommendation of the committee.

Motion carried.

#### RESOLUTION No. 9

By Local Union No. 6, (Chinaware, Mixed), Wheeling, W. Va.

Resolved, That any central labor body has the consent of the N. B. of O. P. to stop that local from using or handling anything that is hauled or made by persons opposed to union labor.

The committee recommended non-concurrence in the resolution.

The convention adopted the committee's recommendation.

#### RESOLUTION No. 99

By Local Union No. 46 (Sanitary, Mixed), Wheeling, W. Va.

Whereas, The different methods of casting sanitary ware makes the work difficult and hard to determine the cause of defective ware in the bisque court; and,

Whereas, The casters have no representatives on the Standing Committees or Executive Board who are thoroughly acquainted with defective sanitary ware; therefore, be it

Resolved, That a law be enacted to either elect or appoint a caster on one of these boards.

The committee recommended repection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 232

By Local Union No. 109 (Sanitary, Mixed), Chillicothe, Ohio.

Whereas, Some of our members insist upon accepting positions with manufacturers who do not pay the union scale and refuse to recognize the N. B. of O. P.; therefore, be it

Resolved, That should any member of the N. B. of O. P. seek a position in any branch of an unorganized shop, either sanitary or general ware, he must first make application to the president or vice president of the organization for permission to accept same. If in the opinion of the official to whom the application is made he believes it for the best interest of the organization to grant the applicant permission to accept the position, the permit shall be granted in writing; be it further

Resolved, That should any member accept a position in an unorganized shop without permission to do so, the member shall be expelled from the organization, and members of the N. B. of O. P. shall refuse to work with said member.

The committee recommended adoption by striking out the word "unorganized" in the second line of the first and second resolve and inserting the word "unfair."

Motion by George Chadwick that we concur in the recommendation of the committee.

Motion carried.

Resolution No. 20, by Local Union No. 9,

The committee recommended adoption of the resolution as amended by the committee.

Motion by George Chadwick that the recommendation of the committee be concurred in.

The hour of adjournment having arrived, the convention adjourned with the recommendation of the committee on Resolution No. 20 still pending.

## Friday, July Ninth

### MORNING SESSION

The convention was called to order at 10 A. M., July 9th, with President Menge in the chair.

The minutes of the previous session were read and approved.

The first order of business to be taken up at this session was the recommendation of the Law Committee on Resolution No. 20, which was pending at the close of Thursday afternoon's session.

#### RESOLUTION No. 20

By Local Union No. 9 (Kilnmen), East Liverpool, Ohio.

Whereas, At a recent election of the trade the majority voted to establish the card system to compel non-members to affiliate with the organization; and,

Whereas, There are a great many non-members who are working in the potteries who are reaping the benefits of the organization without any cost whatever to themselves; therefore, be it

Resolved, That on and after September 1, 1920, all members of the N. B. of O. P. shall refuse to work with or handle the work of non-members after they have been given two weeks notice to become members of the Local which has jurisdiction over their branch of the trade; and be it further

Resolved, That upon the passage of this resolution that the National Officers of this organization notify the United States Potters Association of the action taken according to our present agreement.

The committee recommended adoption of the resolution by striking out "September 1, 1920," and inserting "January 1, 1921," and by striking out the last resolve.

The motion before the convention was to concur in the recommendation of the committee.

Motion by George Smith that we reject the recommendation of the committee and re-affirm the law adopted by the 1917 convention.

Motion carried.

The law adopted by the 1917 convention referred to in Bro. Smith's motion, reads as follows:

Resolved, That the National Brotherhood of Operative Potters reserve the right to refuse to allow its members to work with non-union workers, and local unions shall make an effort to induce all workers whose wages and conditions are regulated by agreements to become members of the N. B. of O. P. and after the local union has exhausted every reasonable effort to accomplish this object a complete report of the case, with

the number of members and non-members employed in the shop, together with the sentiment of the members as to how far they desire to go in an effort to secure a union shop, shall be made to the Executive Board who shall have power to use every means that in their judgment will force such workers into our organization, and if as a result of such caction any members are forced to cease work they shall be paid strike benefits for all time lost.

#### RESOLUTION No. 44

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Whereas, We believe that in case of a positive violation of our working agreement and rules, the members of a Local Union should have the right to declare such shop or shops committing such violation unfair, and refuse to work for them; therefore, be it

Resolved, That when any firm is guilty of violating any of our agreements, that a vote of the Local Union be taken, and if a three-fourths vote is cast in favor of striking said plant, sections 86 and 87 of our Constitution shall not function; and be it further

Resolved, That a strike of the above named character shall be considered legal.

The committee recommended rejection.

On motion by George Chadwick the recommendation of the committee was adopted.

#### RESOLUTION No. 147

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers), Sebring, Ohio.

Whereas, Our system of collecting fines is complicated; therefore, be it

Resolved, That when a member is fined, said member must be notified at once, and must pay his fine not later than the next regular meeting or be suspended; and be it further

Resolved, That when a member is suspended while working at the trade, he must pay his reinstatement fee at once, or the local to which he belongs shall call a strike in the shop until the grievance is settled; and be it further

Resolved, That if there are two or more locals in said shop, the President or Presidents of those locals must be notified by President of local handling the grievance, and said President or Presidents must order their members in said shop to cease work at once, until further notice from local handling the grievance.

The committee recommended non-concurrence in the resolution.

The committee's recommendation was concurred in.

## RESOLUTION No. 255

By Local Union No. 31 (General Ware, Mixed), E. Palestine, O.

Whereas, This Thirtieth Annual Convention has gone on record that a stenographer be engaged at all General Ware Conferences to take a correct record of the proceedings; therefore, be it

Resolved, That each and every local in the General Ware Trade receive a copy of the record made by this stenographer so that there will be no misunderstanding throughout the trade. The expense of furnishing same to be paid by the N. B. of O. P.

The committee recommended rejection.

On motion by George Chadwick the recommendation of the committee was adopted.

## RESOLUTION No. 254

By Local Union No. 91 (Decorators), Trenton, N. J.

Resolved, That the stenographer's report of the proceedings of all wage conferences be printed and sent out to all locals of the N. B. of O. P. affected thereby.

The committee recommended rejection.

The convention concurred in the recommendation of the committee.

## REPORT OF SANITARY PRICE LIST COMMITTEE

## RESOLUTION No. 12

By Local Union No. 7 (Sanitary, Mixed), Tiffin, Ohio.

Whereas, The packing branch of the Sanitary Trade is not receiving sufficient wages to meet the present high cost of living; therefore, be it

Resolved, That the packers demand an increase of \$1.00 an hour, 50 hours to constitute a week's work; and be it further

Resolved, That Sanitary Packers receive time and one-half for all overtime and double time for Sundays; that nine hours shall constitute a day's work with five hours on Saturday.

The committee recommended the adoption of the following substitute for resolution No. 12:

Whereas, The packing branch of the Sanitary Trade is not receiving sufficient wages to meet the present high cost of living; therefore, be it

Resolved, That the packers demand \$1.25 per hour, 44 hours to constitute a week's work; and be it further

Resolved, That Sanitary Packers receive time and one-half for all overtime and double time for Sundays; that eight hours shall constitute a day's work with four hours on Saturday.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.



## RESOLUTION No. 113

By Local Union No. 49 (Packers), Trenton, N. J.

Resolved, That in case a packer or packers go to work in the morning and there is no packing to be done and the firm insists that they stay, said packers shall be paid at the day wage rate for all the time they wait around, and in case the firm has a package or two to be packed in the afternoon and not enough to make a half day's pay, they shall be paid a half day's wages at the day rate of wages.

The committee recommended adoption.

The committee's recommendation was concurred in.

## RESOLUTION No. 157

By Local Union No. 63 (Saggermakers), Trenton, N. J.

Whereas, In Trenton some saggermakers are working on sagger machines and others making saggars from helping machine, and others working day wage making saggars at different day wage prices; therefore, be it

Resolved, That the Executive Board settle a satisfactory day wage for these men, so as to have all saggermakers working on an equal basis.

The committee recommended adoption.

The convention adopted the committee's recommendation.

## RESOLUTION No. 155

By Local Union No. 63 (Saggermakers), Trenton, N. J.

Resolved, That when it becomes necessary to put on an apprentice helper, he shall work six months at the manufacturer's expense and that the saggermakers during this six months work at a fair day wage rate.

The committee recommended concurrence in the resolution.

The committee's recommendation was adopted.

## RESOLUTION No. 154

By Local Union No. 63 (Saggermakers), Trenton, N. J.

Resolved, That all sanitary saggars be carried out at the expense of the firm.

The committee recommended adoption.

On motion by S. M. Moore the convention concurred in the committee's recommendation.

## RESOLUTION No. 110

By Local Union No. 49 (Packers), Trenton, N. J.

Resolved, That all boxes shall be delivered to the packing shed.

The committee recommended adoption.

The recommendation of the committee was concurred in.

## RESOLUTION No. 234

By Local Union No. 109 (Sanitary, Mixed), Chillicothe, Ohio

Whereas, Foreign imposters who are not entitled to start to work in the sanitary trade have secured positions in the pressing and mouldmaking departments by the use of bogus papers issued in their native land; therefore, be it

Resolved, That we insist on all foreigners being competent to produce a full day's work when he starts at the bench, and should he be unable to produce a full day's work of first-class ware our shop committee should notify the firm that we refuse to work with him.

The committee recommended adoption.

Motion by S. M. Moore that we concur in the recommendation of the committee.

The motion to concur in the committee's recommendation was lost and the resolution was rejected.

## RESOLUTION No. 82

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Whereas, The present method now in force in some of the sanitary shops for furnishing finishing boards is not satisfactory and does not afford the proper facilities for the finishing of the work; therefore, be it

Resolved, That when a presser leaves a shop and is desirous of quickly finishing his work and the firm is unable to furnish the necessary means, the firm shall be compelled to have the ware finished at their own expense.

The committee recommended adoption.

The recommendation of the committee was concurred in.

## RESOLUTION No. 76

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Whereas, The casting of sanitary ware is becoming more acute and ware is being made by this process formerly pressed; and,

Whereas, The kiln capacity is insufficient to keep the presser steadily employed; therefore, be it

Resolved, That the present ratio of apprentice pressers be changed from 1 to 6, to 1 to 10 journeymen.

The committee recommended adoption.

The convention concurred in the recommendation of the committee.

## RESOLUTION No. 72

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Resolved, That the making of sanitary ware by the casting process shall pay two-thirds (2-3) that of the pressing price.

The committee recommended adoption.

On motion to the convention adopted the committee's recommendation.

## RESOLUTION No. 140

By L. U. 54 (China and Sanitary Ware, Mixed), New Castle, Pa

Resolved, That the men when they are working in the casting shop, and for unknown reasons the firm discontinue work for some length of time and without due notice to the workmen, that said workmen be paid at least a half day for throwing the traps and feet away.

The committee recommended adoption.

The recommendation of the committee was concurred in.

## RESOLUTION No. 199

By Local Union No. 82 (Sanitary, Mixed), Cambridge, Ohio.

Whereas, We believe if each caster making washdowns would only cast eight washdowns for a day's work and would receive the same pay per day as he now receives for casting ten, that the firms doing casting would be able to secure more skilled sanitary pressers to do this kind of work and would not have to use unskilled men to do casting; therefore, be it

Resolved, That the 30th annual convention adopt the eight cast washdowns per day; with same pay for eight as they now pay for ten cast washdowns.

The committee recommended rejection.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion lost.

Motion by Dennis that Resolution No. 199 be adopted as read.

Motion carried.

Motion by Moore that all words in the resolution after the words "per day," in the second line of the resolve, be stricken out of the resolution.

Motion carried.

The hour of adjournment having arrived, a motion was made to suspend the rules and remain in session to clean up the resolutions which had been acted upon by the Sanitary Price List Committee.

The motion to suspend the rules was carried and the convention remained in session.

## RESOLUTION No. 236

By Local Union No. 109 (Sanitary, Mixed), Chillicothe, Ohio.

Whereas, The process of casting is dirty unhealthy work and requires more hard labor than pressing; and,

Whereas, The present number of pieces per day's work is far greater than the number of pieces made in Europe; and,

Whereas, Casters now work as many as eleven and twelve hours to complete ten washdowns; therefore, be it

Resolved, That the casting price list be increased and the working rules governing the number of pieces in a day's work be revised and we adopt eight washdowns as a standard day's work.

## RESOLUTION No. 35

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Resolved, That we demand \$1.50 per hour and an eight-hour day for all sanitary casting.

## RESOLUTION No. 97

By Local Union No. 46 (Sanitary, Mixed), Wheeling, W. Va.

Whereas, The present price for cast jets is insufficient to earn a fair day's wage; the work is very heavy and complicated and great risk involved in firing; therefore, be it

Resolved, That an increase of forty per cent be granted over and above the present price, and that five pieces shall constitute a day's work.

## RESOLUTION No. 103

By Local Union No. 46 (Sanitary, Mixed), Wheeling, W. Va.

Whereas, The presser, according to the old custom, is required to teach the apprentice presser and the caster has to teach the inexperienced caster without any compensation; therefore, be it

Resolved, That a law be enacted which provides for the payment of this work.

## RESOLUTION No. 166

By Local Union No. 73 (Sanitary, Mixed), Cameron, W. Va.

Whereas, In some shops the method of casting tanks is in a one-piece mould, while in other shops they have to cast the backs separate and then stick same on, involving more work and more risk; therefore, be it

Resolved, That when tank backs are made separate and have to be stuck together, the men receive 10c additional for tanks.

## RESOLUTION No. 164

By Local Union No. 73 (Sanitary, Mixed), Cameron, W. Va.

Whereas, There is a different method in vogue in the moulding of sanitary ware by the casting process which is becoming a menace to the pressing trade; therefore, be it

Resolved, That the N. B. of O. P. advertise in magazines or periodicals instructing the public regarding the differences between cast and pressed ware.

## RESOLUTION No. 181

By Local Union No. 79 (Sanitary, Mixed), Columbus, Ohio.

Whereas, Saggermakers carrying saggars to kiln is not desired only for the convenience of manufacturers; and,

Whereas, Saggermakers can make better time and without loss of money; therefore, be it

Resolved, That saggars shall be carried to the kiln at the expense of the manufacturers, or saggermakers be paid at the rate of \$1.25 per hour for time used in carrying saggars to kiln.

The committee recommended the rejection of the foregoing Resolutions from No. 236 to 181, inclusive.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

The following resolutions, from No. 48 to No. 180, inclusive, were referred back to the local unions presenting same upon the recommendation of the Sanitary Price List Committee:

#### RESOLUTION No. 48

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Whereas, The sagger makers claim that it is an injustice for them to be required to have to wheel their clay a distance of 183 feet. Also we claim that the firm should be obliged to furnish sand which is a distance of 24 feet; and

Whereas, The carrying of green saggars has been a greater burden, day after day, on account of building new kiln outside of the regular kiln shed; therefore, be it

Resolved, That at the expiration of the present agreement the firm be required to furnish clay and sand ready for use; also that they furnish help for the extra carrying of green saggars.

#### RESOLUTION No. 105

By Local Union No. 49 (Packers), Trenton, N. J.

Resolved, That packing ware on wagon or auto trucks shall be paid as follows:

Tanks per hundred .....	\$2.00
Lavatories per piece .....	.03
Pedestals per piece .....	.02
Plus 25 per cent.	

#### RESOLUTION No. 106

By Local Union No. 49 (Packers), Trenton, N. J.

Resolved, That packing ware in packages with straw shall be paid as follows:

Bent wood crates .....	\$ .75
Demarara .....	.45
Sugar Hgd. ....	.40
Soda Hgd. ....	.35
Tierce Hgd. ....	.35
Barrels and boxes .....	.15
Plus 25 per cent.	

#### RESOLUTION No. 107

By Local Union No. 49 (Packers), Trenton, N. J.

Resolved, That packing ware loose in cars shall be paid as follows:

Tanks per hundred .....	\$2.50
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Closets per hundred .....	1.75
Two basins to constitute one closet.	
One urinal to constitute one closet.	
Plus 25 per cent.	

## RESOLUTION No. 108

By Local Union No. 49 (Packers), Trenton, N. J.

Resolved, That lavatory price for packing shall be as follows:

24--inch roll rim packed with pads .....	\$ .08
All 20x18 lavatories packed with pads .....	.07
Combination lavatory and pedestal crate .....	.30
Hangers packed in boxes with lavatory .....	.01
Plus 25 per cent.	

## RESOLUTION No. 109

By Local Union No. 49 (Packers), Trenton, N. J.

Resolved, That the price for banding and wiring boxes shall be .02½ cents per band or wire.

Plus 25 per cent.

## RESOLUTION No. 112

By Local Union No. 49 (Packers), Trenton, N. J.

Resolved, That lavatories packed more than one in each crate shall be paid as follows:

4—16x18 packed in one package .....	\$ .30
2—22x24 packed in one package .....	.30
6—car hoppers packed in one package .....	.30
Plus 25 per cent.	

## RESOLUTION No. 180

By Local Union No. 79 (Sanitary, Mixed), Columbus, Ohio.

Whereas, We saggermakers thing it an injustice for us to place our clay, which should not be part of our work; therefore, be it

Resolved, That clay be placed for work at the expense of the firm.

Motion by S. M. Moore that we suspend the rules and the convention adjourn until 9 A. M. Saturday in order to give the Sanitary Price List Committee an opportunity to work on the resolutions before them.

Motion carried.

Announcements were then made by the chairmen of the Sanitary Price List and Finance Committees, after which the convention adjourned until Saturday morning, July 10th.

## Saturday, July Tenth

### MORNING SESSION

The convention was called to order at 9 A. M., July 10th, with President Menge in the chair.

The minutes of the previous session were read and approved.

#### REPORT OF SANITARY PRICE LIST COMMITTEE

##### RESOLUTION No. 32

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Resolved, That when accessories amounting to less than 50c are stuck on any closet, that a 50% increase be demanded.

The committee recommended adoption by striking out the word "closet" and inserting the words "sanitary ware."

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

##### RESOLUTION No. 37

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Resolved, That the manufacturers shall hire and pay hustlers.

The committee recommended adoption with the following amendment: "The same wages and conditions to prevail as at present."

The committee's recommendation was adopted.

##### RESOLUTION No. 10

By Local Union No. 7 (Sanitary, Mixed), Tiffin, Ohio.

Whereas, The system of paying hustlers is proving very unsatisfactory; therefore, be it

Resolved, That the coming convention adopt a system whereby the hustlers shall receive compensation for all work performed.

##### RESOLUTION No. 104

By Local Union No. 46 (Sanitary, Mixed), Wheeling, W. Va.

Whereas, The old custom of delivering ware to the kilns or dry-room by the presser works many hardships on the presser in being responsible for all damaged ware and paying the hustler also; therefore, be it

Resolved, That the firms hire the hustlers and pay them.

## RESOLUTION No. 117

By Local Union No. 50 (Sanitary, Mixed), Camden, N. J.

Whereas, The pressers feel it an injustice to be compelled to pay the hustler, and we believe their work rests with the firm and they should accept that responsibility; therefore, be it

Resolved, That we recommend that this convention take steps in that direction.

## RESOLUTION No. 139

By L. U. 54 (China and Sanitary Ware, Mixed), New Castle, Pa

Resolved, That the firm stand all responsibility and expense of the hustlers.

## RESOLUTION No. 159

By Local Union No. 72 (Sanitary, Mixed), Evansville, Ind.

Whereas, The time worn-out method of pressers paying for ware carrying has worked a hardship on the presser and should be eliminated; therefore, we demand that the firm pay hustlers for ware carrying and all other work performed by hustlers without expense to pressers.

## RESOLUTION No. 176

By Local Union No. 77 (Sanitary, Mixed), Mannington, W. Va.

Resolved, That all scraps be removed by the firm in all casting shops.

## RESOLUTION No. 184

By Local Union No. 79 (Sanitary, Mixed), Columbus, Ohio.

Whereas, We feel it is unjust to have the pressers pay the hustler; therefore, be it

Resolved, That this 1920 convention devise a way whereby the manufacturers be required to pay for all work now being done by the hustler.

## RESOLUTION No. 219

By Local Union No. 89 (Sanitary, Mixed), Richmond, Cal.

Resolved, That the manufacturers pay the hustlers, the hustlers to be granted the first choice as apprentices.

The committee recommended that the foregoing resolutions from No. 10 to 219, inclusive, be rejected.

On motion by S. M. Moore the recommendation of the committee was concurred in.

## RESOLUTION No. 52

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Resolved, That the Flushing Rim Slop Hopper, 22x22, is underpaid, and we ask fifty cents increase.

The committee recommended adoption.

The committee's recommendation was concurred in.

## RESOLUTION No. 54

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Whereas, We Sanitary Potters have been backward in legislation for our trade, and all other trades and business concerns go before the legislature to make laws for their own benefit; therefore, be it

Resolved, That at the next convention a committee be appointed to meet with the manufacturers and a joint committee be formed to draw up resolutions to be sent to the different States, to pass laws, and make it compulsory in cities of a certain size, the size to be decided by the legislature, that all houses install sanitary appliances, and all outside toilets and vaults be abolished.

The committee recommended adoption.

The convention concurred in the recommendation of the committee.

## RESOLUTION No. 66

By Local Union No. 35 (Kilnmen), Trenton, N. J.

Whereas, The price of commodities has increased to such an extent that it is necessary for the kiln trade to receive more money to continue the standard of living that they formerly had; therefore, be it

Resolved, That sanitary kilnmen be granted a twenty-five (25%) per cent increase.

The committee recommended adoption.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Amendment by George Marriott that we strike out 25 per cent in the resolution and insert 35 per cent.

Amendment carried.

The motion as amended carried.

## RESOLUTION No. 77

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Whereas, The time of expiration of the sanitary agreement works disadvantageously to the interest of the worker, as it terminates when business is invariably dull; therefore, be it

Resolved, That the sanitary agreement end on the 31st of March. The next agreement to end on the 31st of March, 1922.

The committee recommended adoption.

The recommendation of the committee was concurred in.

## RESOLUTION No. 78

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Resolved, That responsibility of the presser and caster shall end after ware has been delivered to the green room.

The committee recommended adoption by adding the words "or kilnshed" after the word "room."

The convention concurred in the recommendation of the committee.

## RESOLUTION No. 79

By Local Union No. 45 ( Sanitary, Pressers), Trenton, N. J.

Resolved, That if the shop committee and firm cannot reach an agreement in the settlement of the price of a new article within 30 days the worker shall be paid at the day wage rate until settlement is effected.

The committee recommended adoption.

The recommendation of the committee was adopted.

## RESOLUTION No. 87

By Local Union No. 45 (Sanitary, Presesrs), Trenton, N. J.

Resolved, That if at the conclusion of the 1920 conference with the Sanitary Manufacturers the original demands are not conceded, the concessions granted be submitted to a referendum vote of the entire sanitary trade for consideration before the signing of the new agreement. Majority vote to decide the issue.

The committee recommended adoption.

The committee's recommendation was concurred in.

## RESOLUTION No. 88

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Resolved, That we demand a further increase of Thirty-five (35%) per cent to the wages of all sanitary pressers, casters and sanitary jiggersmen.

The committee recommended adoption with the word "casters" stricken out and the words "throwers, turners" inserted.

On motion by S. M. Moore the recommendation of the committe was adopted.

## RESOLUTION No. 90

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Whereas, We consider the act an injustice of compelling lavatory pressers at the Empire Pottery to deliver green ware to a drying room, and after considerable delay to the green room; therefore, be it

Resolved, That the pressers be relieved of this work immediately.

The committee recommended adoption.

The recommendation of the committee was concurred in.

## RESOLUTION No. 92

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Resolved, That any fraction of a gallon in tanks shall pay the same as a full gallon.

The committee recommended adoption.

The convention adopted the committee's recommendation.



## RESOLUTION No. 94

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Resolved, That we demand a substantial increase on all reverse traps over washdowns commensurate with the amount of work involved.

The committee recommended adoption.

On motion by S. M. Moore the recommendation of the committee was adopted.

## RESOLUTION No. 95

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Resolved, That the system of measuring non-soil feature on closets be abolished; and be it further

Resolved, That all non-soil features on closets such as cut in under rims and back lips be paid ten (10) cents extra on old base price.

The committee recommended adoption.

The convention concurred in the committee's recommendation.

## RESOLUTION No. 102

By Local Union No. 46 (Sanitary, Mixed), Wheeling, W. Va.

Whereas, It requires the same work and skill to stick on connection for a rubber plug on a round basin as it does on an oval basin, and the same work for a common overflow as it does a patent overflow; therefore, be it

Resolved, That the same price be paid for these two articles.

The committee recommended that Resolution No. 102 be adopted.

The recommendation of the committee was concurred in.

## RESOLUTION No. 115

By Local Union No. 50 (Sanitary, Mixed), Camden, N. J.

Whereas, The N. B. of O. P. holds conventions and conferences each year for the purpose of adjusting differences between the N. B. of O. P. and manufacturers; and,

Whereas, It often happens that a dispute is put in the hands of a special appointed committee; therefore, be it

Resolved, After settlement is made by special committee same shall start or date back to same time as settlements agreed to at preceding regular conference.

The committee recommended adoption.

On motion by S. M. Moore the convention concurred in the committee's recommendation.

## RESOLUTION No. 186

By Local Union No. 79 (Sanitary, Mixed), Columbus, Ohio.

Whereas, It is the custom in many sanitary shops, in time of depression, to compel the pressers to work six days a week, to produce a fraction of a week's work; and,

Whereas, We feel this to be unjust, as in many cases we could produce the required amount of work in three or four days a week and many times could secure other employment for the remainder of the week; therefore, be it

Resolved, That during such times each presser be supplied with a full set of moulds and be so distributed that all pressers be required to work the same number of days each week.

The committee recommended adoption.

The recommendation of the committee was adopted.

#### RESOLUTION No. 235

By Local Union No. 109 (Sanitary, Mixed), Chillicothe, Ohio.

Whereas, Some of our members complete a day's work and leave the shop in less than eight hours; and,

Whereas, Members have made a greater number of pieces of ware per day than our laws permit; therefore, be it

Resolved, That any member of the sanitary branch who completes a full day's work and leaves the shop in less than eight hours' time, or makes a greater number of pieces of work in any one day than our laws permit, shall, upon conviction, be fined \$25.00 for the first offense, \$50.00 for the second offense, and should a member be convicted the third time for the violations of these laws, he shall be expelled from the organization and members of the organization shall refuse to work with him.

The committee recommended adoption.

On motion by S. M. Moore the recommendation of the committee was concurred in.

#### RESOLUTION No. 39

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Whereas, The cost of living keeps on a steady upward trend; and,

Whereas, The sanitary worker is still far behind the present living cost as compared with pre-war standards, which was below a proper American standard of living; and,

Whereas, Each succeeding report shows the share of the sum total of American wealth going into the hands of the manufacturers to be ever larger and that part coming into the hands of the worker to be ever smaller; and,

Whereas, We believe that the men and women who by hand and brain labor, produce all wealth, should have the larger share of it; therefore, be it

Resolved, That we demand of the pottery manufacturers a horizontal increase for all sanitary workers of 75%.

#### RESOLUTION No. 168

By Local Union No. 73 (Sanitary, Mixed), Cameron, W. Va.

Whereas, The present wage basis produces many inequalities in wages; and,

Whereas, These inequalities are the active cause of much dissatisfaction; and,

Whereas, The tendency in all crafts of labor is toward the establishment of a uniform wage scale; therefore, be it

Resolved, That a uniform wage be established for all branches in the sanitary trade of \$58 a week; that the including of extras to the amount of \$2.00 per week be permitted; these sums to be subject to the present bonus of 25%. That the above be based on 8-hour day. That the convention appoint a special committee to establish the production necessary to meet the requirements of this list.

#### RESOLUTION No. 13

By Local Union No. 7, (Sanitary, Mixed), Tiffin, Ohio

Whereas, The present Sanitary wages do not equal the present cost of living; and,

Whereas, There seems to be no ending to the ever-increasing cost of necessities of life; therefore, be it

Resolved, That the Sanitary Workers of the Thirtieth Annual Convention go on record as favoring a general increase of 25 per cent; and be it further

Resolved, That the time of making the demand for increase be left to the discretion of the convention.

#### RESOLUTION No. 46

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Resolved, That Local 26 go on record as asking for seventy-five per cent increase in wages.

#### RESOLUTION No. 123

By Local Union No. 50 (Sanitary, Mixed), Camden, N. J.

Whereas, The wages paid the sanitary workers is not sufficient to meet the high cost of living; therefore, be it

Resolved, That after the expiration of the present agreement, all branches of the sanitary trade under the jurisdiction of the N. B. of O. P. receive an increase of 50%.

#### RESOLUTION No. 203

By Local Union No. 85 (Sanitary, Mixed), Philadelphia, Pa.

Whereas, The cost of living is still increasing and the sanitary trade has not received an increase in proportion to the cost of living nor in comparison with other trades that do not require the same skill nor take the same risk; therefore, be it

Resolved, That the sanitary trade demand a 40 per cent increase in all departments.

#### RESOLUTION No. 187

By Local Union No. 79 (Sanitary, Mixed), Columbus, Ohio.

Whereas, It is a known fact that most all skilled tradesmen, such as bricklayers, carpenters, painters, stonemasons, paper-hangers, electricians and many other tradesmen, too numerous to mention, are receiving or asking from \$1.25 to \$1.50 per hour; and in some places they are paying unskilled labor \$1.00 per hour, making them a weekly wage of \$54; and,

Whereas, The sanitary workers have many conditions to contend with that other tradesmen do not, such as producing a required amount of labor for a days' work and in some branches required to stand shop loss, kiln loss, paying of the hustler, also many unhealthy conditions which exist; and,

Whereas, It is a known fact that the average sanitary worker is required to work at least nine (9) hours to complete a day's work, yet with all those conditions the minimum wage of the sanitary worker is but 90 cents per hour, making a weekly wage of \$48.60, or \$5.40 less than unskilled labor is receiving in some places; and,

Whereas, It is a known fact that the cost of living is still increasing, and, to maintain the standard of living that we obtained before the war and to be on an equal with other tradesmen, we need a substantial raise; therefore, be it

Resolved, That we demand an additional 40 % increase for all branches of the sanitary trade.

#### RESOLUTION No. 33

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Resolved, That a 25 % increase be demanded on all Bidet Pans.

#### RESOLUTION No. 40

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Whereas, The prices of commodities are so unsettled and so uncertain, at the present time, and conditions are so generally uncertain; and,

Whereas, It is impossible for any human mortal to look more than a few days or weeks into the future at this time; therefore, be it

Resolved, That our organization shall not sign any time agreement with the manufacturers unless a clause be inserted therein giving us the absolute right of a regular conference, including the right to enforce our demands through the medium of the strike at any time such action may be deemed necessary or advisable and is voted upon in compliance with the constitution and laws of the N. B. of O. P.

#### RESOLUTION No. 42

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Resolved, That a 25 % increase in the making price of all closets known in the Great Western Pottery as 459M, be demanded.

#### RESOLUTION No. 43

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Resolved, That the price of tanks be increased so that a full day's work on any one sized tank shall pay not less than a day's work on D seals. For instance, six 7-gallon tanks to pay \$8.75 or \$1.46 each, instead of \$1.37½ each; or five 9-gallon tanks for \$8.75, or \$1.75 each, instead of \$1.69 each, the present price; be it further

Resolved, That the firm shall pay the hustlers and that the pressers receive the same service as at present.

## RESOLUTION No. 47

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Resolved, That in times of depression all work shall be divided as equally as possible.

## RESOLUTION No. 51

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Whereas, We sanitary pressers consider we have been done an injustice for a good many years, and think it is due time that we changed this preposterous method of working; therefore, be it

Resolved, That we work good from hand, and abolish the system of good from kiln.

## RESOLUTION No. 55

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Whereas, There is considerable soreness and dissatisfaction among the men in regard to the distribution of work among the pressers in time of depression and during the congested condition in the shops; therefore, be it

Resolved, That whenever a portion of the Pressers are laid off, on account of congested conditions or during times of depression, that all the pressers lay off until the firm allows an equal amount of work to all pressers employed.

## RESOLUTION No. 56

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Resolved, That the Western Standing Committee, which for some unknown reason has not functioned, be abolished, and a traveling statistician be elected by the trade in lieu thereof.

## RESOLUTION No. 57

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Resolved, That a 50 % increase be demanded on all over head or high tanks.

## RESOLUTION No. 59

By Local Union No. 26 (Sanitary, Mixed), Kokomo, Ind.

Whereas, The unstable economic conditions of the United States place the workers in the pottery trade in a position where they are forced repeatedly to be asking for more wages; and,

Whereas, It is an unsatisfactory method to keep in line with such ever-changing cost of living; therefore, be it

Resolved, That the Executive Board obtain and keep a list of prices or cost of the main necessities of life, such as flour, bread, butter, beans, sugar, etc., and coal or fuel and housing or rent and clothing; and be it further

Resolved, That every three months whatever per cent of increase these necessities of life have sustained, we place the same as a demand to be applied to our wages.



## RESOLUTION No. 70

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Resolved, That all dry cuttings shall be removed from the pressers' and casters' benches at the firm's expense.

## RESOLUTION No. 71

Resolved, That when the shops are congested with green ware through no fault of the presser or hustler, and during the lay-off of the pressers or casters the hustlers are requested to carry out ware they shall be compensated by the firm at the prevailing rate of hustlers' pay.

## RESOLUTION No. 75

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Resolved, That the sanitary presser and caster be furnished with the necessary moulds, water and finishing boards, and that all ware and dry cuttings be removed at the firm's expense.

## RESOLUTION No. 80

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Resolved, That the sanitary trade be informed of prices and working agreements made in conferences and meetings with sanitary manufacturers, the information to be in printed form, the expense to be borne by the National Organization.

The committee recommended the rejection of each of the foregoing resolutions from No. 30 to No. 80, inclusive, and on motion by S. M. Moore the convention concurred in the committee's recommendation.

## RESOLUTION No. 83

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Whereas, The present method of getting statistics of different pieces of ware such as construction, sizes and price paid does not work out to our satisfaction; therefore, be it

Resolved, That each shop elect a statistician whose duty it shall be to compile an index of the different pieces of ware, the index to be turned over to the First Vice President for reference. The expense of this work to be borne by the National Organization.

The committee recommended rejection.

Motion by S. M. Moore that we concur in the committee's recommendation.

Motion lost.

Motion by Dennis that Resolution No. 83 be adopted with the words "The expense of this work to be borne by the National Organization" stricken from the resolution.

The motion carried and Resolution No. 83 was adopted as amended.

## RESOLUTION No. 85

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Resolved, That members found guilty of violating the working rule shall be fined for the first offense twenty-five (25.00) dollars; second offense fifty (\$50.00) dollars; for the third offense expulsion.

## RESOLUTION No. 91

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Resolved, That in measuring tanks such measurements shall be from the outside overall, meaning to include bead or sweatband.

## RESOLUTION No. 101

By Local Union No. 46 (Sanitary, Mixed), Wheeling, W. Va.

Whereas, Firms are going to extremes in making what is known as cut backs to the rims of closets; therefore, be it

Resolved, That all cut backs to rims of closets exceeding one-half inch in depth be paid for according to extra work or size.

## RESOLUTION No. 118

By Local Union No. 50 (Sanitary, Mixed), Camden, N. J.

Whereas, We believe it to be unfair that all reversed traps did not receive the benefit of the last increase; therefore, be it

Resolved, That those reverse trap closets which did not receive an increase shall carry the same increase as the reversed traps, same to take effect from April 15, 1920.

## RESOLUTION No. 119

By Local Union No. 50 (Sanitary, Mixed), Camden, N. J.

Resolved, That at the expiration of our present agreement with the manufacturers' association, any new agreement made with them shall not be acceptable unless it shall be drawn to expire in the spring of the year.

## RESOLUTION No. 120

By Local Union No. 50 (Sanitary, Mixed), Camden, N. J.

Whereas, The sweeping of the shops at 5 o'clock works a hardship on the old and slow men in the trade, thereby causing them to speed up or lower the standard of workmanship; therefore, be it

Resolved, That the present law be made to read six o'clock instead of five o'clock.

## RESOLUTION No. 162

By Local Union No. 73 (Sanitary, Mixed), Cameron, W. Va.

Resolved, That non-splash on bowl of lavatory pay 15c along with the regular increases when made in separate mould and put on separate; that same pay 10c along with regular raises when put on without being made in separate mould, and that it pay 5c along with other increases, when made along with the bowl in one mould; the above to mean one-half way around—when made all the way around, the price to be double the above.

## RESOLUTION No. 165

By Local Union No. 73 (Sanitary, Mixed), Cameron, W. Va.

Whereas, There is a movement on foot to bring about closer relationship between capital and labor; therefore, be it

Resolved, That each firm consent to place on the board of directors a member of the local union designated in that place to be satisfactory to the firm.

## RESOLUTION No. 169

By Local Union No. 73 (Sanitary, Mixed), Cameron, W. Va.

Resolved, That the rule pertaining to the hours of work which reads, in part, from 7 a. m. to 6 p. m., be amended to read excepting during the months intervening March and November, when it shall be the privilege of the locals to change the hours to read from 6 a. m. to 5 p. m.

## RESOLUTION No. 170

By Local Union No. 73 (Sanitary, Mixed), Cameron, W. Va.

Resolved, That leg connections on lavatories be increased 50 per cent.

## RESOLUTION No. 177

By Local Union No. 11 (Sanitary, Mixed), Mannington, W. Va.

Whereas, We are obliged to use slip that is not consistent and,

Whereas, We have a great deal of patching to do and cracks to contend with that differ from day to day; and,

Whereas, We are compelled to do more work and assume more risks; therefore, be it

Resolved, That bisque court be done away with in all casting shops.

## RESOLUTION No. 185

By Local Union No. 79 (Sanitary, Mixed), Columbus, Ohio.

Whereas, We feel the custom of compelling the pressers to stand for bisque and glost loss is unjust; and,

Whereas, It is a known fact that most of the loss is caused by conditions over which the pressers have no control, such as improper mixtures of clay, inferior modeling, irregular temperature in the shops, affecting the drying, and many times improper kiln firing; therefore, be it

Resolved, That after the expiration of our present agreement, the pressers shall not be held responsible for any loss.

## RESOLUTION No. 188

By Local Union No. 79 (Sanitary, Mixed), Columbus, Ohio.

Whereas, Jet closets made throughout the trade are less desirable work than the plain closets of the same type because of the extra work on the foot and trap not being paid for; and,

Whereas, Such extra work is the cause of heavy loss to the pressers; therefore, be it

Resolved, That the 1920 convention fix a price for making and sticking on goose necks and reservoirs and a price for punching or cutting a portion of the foot and a price for forming jet hole in spoon with jet plug or gauge and a price for front bracket made either in trap mould or separate mould and stuck on closet.

## RESOLUTION No. 198

By Local Union No. 82 (Sanitary, Mixed), Cambridge, Ohio.

Whereas, The staple jet now being made at the Florentine Pottery Co., Cambridge, Ohio, is more complicated and requires more work and is a greater risk than other staple jets, as the coupling and a so-called horse-shoe is stuck on in addition to all the other stickings; therefore, be it

Resolved, That this and all other staple jets that are made in this way may be increased 30 per cent on the present base price.

## RESOLUTION No. 200

By Local Union No. 82 (Sanitary, Mixed), Cambridge, Ohio.

Whereas, The staple jets now listed at \$2.40 base price did not get the consideration that they should have had at the last price revision. At the present price it is little better than washdowns, with much more risk and more work; therefore, be it

Resolved, That all staple jets coming under this price be increased 25 per cent on the base price.

## RESOLUTION No. 201

By Local Union No. 82 (Sanitary, Mixed), Cambridge, Ohio.

Whereas, The reversed trap syphon action closet with seat attachment back supply, no jet, not exceeding 20 inches, now appearing in new price list at \$1.44 base price is not paid for, considering that this closet was conceded at a recent conference to be worth 15c more on the piece than a regular washdown; and,

Whereas, The present price is now only 4c more than a washdown and with much more work; therefore, be it

Resolved, That the reversed trap syphon action closet with seat attachment back supply, no jet, not over 20 inches be increased 25c on the base price.

## RESOLUTION No. 205

Whereas, The agreement whereby a sanitary presser shall leave two days' work in addition to the original \$10 retainer when he leaves the employ of one firm to go to another is causing much dissatisfaction, as the money thus retained is in many cases needed for household or traveling expenses; therefore, be it

Resolved, That the two days' work part of the agreement be eliminated and the \$10 retainer be considered as sufficient security.

## RESOLUTION No. 206

By Local Union No. 85 (Sanitary, Mixed), Philadelphia, Po.

Whereas, During the past several years our organization has permitted the manufacturers to play off one class of pressed ware against another under a false plea of equalization in wages, which has worked to the ultimate detriment of men making every class of ware; therefore, be it

Resolved, That in the future we ask flat uniform increases in all classes of work.

## RESOLUTION No. 214

By Local Union No. 89 (Sanitary, Mixed), Richmond, Cal.

Resolved, That all beaded tanks and tank covers be paid in the embossed class, calling for twelve cents extra.

## RESOLUTION No. 215

By Local Union No. 89 (Sanitary, Mixed), Richmond, Cal.

Resolved, That the N. B. of O. P. enter into an agreement with the manufacturers by which two weeks' vacation with pay would be granted to the trade, every year, in July.

## RESOLUTION No. 218

By Local Union No. 89 (Sanitary, Mixed), Richmond, Cal.

Resolved, That the wages of sanitary pressers be based on a minimum scale of ten dollars per day.

## RESOLUTION No. 220

By Local Union No. 89 (Sanitary, Mixed), Richmond, Cal.

Resolved, That no agreement between the N. B. of O. P. and the manufacturers be signed for more than one year.

## RESOLUTION No. 221

By Local Union No. 89 (Sanitary, Mixed), Richmond, Cal.

Resolved, That all tanks measuring over twenty-five per cent of a gallon be paid ten cents extra.

## RESOLUTION No. 223

By Local Union No. 89 (Sanitary, Mixed), Richmond, Cal.

Resolved, That we favor the five days and a half a week, and to work Saturday afternoon be considered as overtime and paid time and a half.



## RESOLUTION No. 224

By Local Union No. 89 (Sanitary, Mixed), Richmond, Cal.

Resolved, That when an employer shall close his plant, for any reason or no reason, he shall give notice to the employes stipulating the time of suspension of work. In case notice is not properly given, the said employer shall pay for the time the employes were waiting and really at the disposal of the employer.

## RESOLUTION No. 226

By Local Union No. 90 (Sanitary, Mixed), Clarksburg, W. Va.

Whereas, We were given the 25 per cent bonus with the understanding that when the high cost of living went down it was to be taken off; and,

Whereas, Instead of the cost of living going down it has gone up, and there doesn't seem to be any reason to believe that it will go down for years; therefore, be it

Resolved, That the 25 per cent bonus be discontinued and we demand a 55 per cent base price on all sanitary.

## RESOLUTION No. 230

By L. U. No. 101 (Sanitary, Mixed), Fredericksburg, Ohio.

Whereas, At a recent conference 10c extra was granted for core traps on all washdowns and nothing on core trap jets, which entail much more work; therefore, be it

Resolved, That 25c additional be paid for all core trap jets.

The committee recommended rejection of the foregoing resolutions beginning with Resolution No. 85 by Local Union No. 45 and ending with Resolution No. 230 by Local Union No. 101.

On motion by S. M. Moore the convention adopted the recommendation of the committee.

## RESOLUTION No. 178

By Local Union No. 79 (Sanitary, Mixed), Columbus, Ohio.

Whereas, We believe it would be for the best interests of the trade and also best for the health of the potters to have Saturday afternoon a holiday; therefore, be it

Resolved, That the convention of 1920 make Saturday afternoon a holiday throughout the sanitary trade.

The committee recommended that Resolution No. 178 be referred back to the Local.

The convention concurred in the committee's recommendation.

## REPORT OF COMMITTEE ON FINANCE

## RESOLUTION No. 210

By Local Union No. 86 (Warehousemen), East Liverpool, O.

Resolved, That the death insurance of the National Brotherhood of Operaitve Potters shall be amended to read as follows:

6 months good standing .....\$ 75.00

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12 months good standing .....	100.00
18 months good standing .....	150.00
24 months good standing .....	200.00
30 months good standing .....	300.00

The committee recommended the adoption of the following substitute for Resolution No. 210:

Resolved, That the death insurance of the National Brotherhood of Operative Potters shall be amended to read as follows:

Six months' continuous good standing .....	\$ 50.00
Twelve months' continuous good standing .....	75.00
Eighteen months' continuous good standing .....	100.00
Twenty-four months' continuous good standing .....	150.00
Thirty months' continuous good standing .....	200.00
Ten years' active membership with thirty months' continuous good standing .....	300.00

The substitute to Resolution No. 210 was adopted by a vote of 72 for to 19 against.

#### RESOLUTION No. 256

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Resolved, That Section 123 of the National Constitution be changed to read 50 cents instead of 25 cents, to take effect January 1, 1921.

The committee recommended rejection.

Motion by G. A. Harrison that we concur in the recommendation of the committee.

Motion lost.

On motion by R. W. Smoyer the following resolution was adopted as a substitute for Resolution No. 256:

Resolved, That an honorary member carrying insurance for \$200.00 or less shall pay dues at the rate of 25 cents per month. An honorary member entitled to carry insurance for \$300.00, shall pay dues at the rate of 50 cents per month into the N. B. of O. P. Insurance Fund.

#### RESOLUTION NNo. 252

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers), Sebring, Ohio.

Resolved, That anyone carrying honorary membership must pay 35 cents per month into the N. B. of O. P. Insurance Fund Instead of 25 cents as at present.

The committee recommended rejection.

The recommendation of the committee was concurred in.

#### RESOLUTION No. 253

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers), Sebring, Ohio

Resolved, That all representatives from the various locals to the Standing Committee be paid by the National Organization.

The committee recommended rejection.

On motion by G. A. Harrison the committee's recommendation was adopted.

## RESOLUTION No. 257

By Local Union No. 59 (Kilnmen, Dippers, Saggermakers and Kilndrawers), Sebring, Ohio.

Whereas, It has been customary to have delegates travel on excursion rates when possible; and,

Whereas, This is very unsatisfactory when you have to travel a long distance in day coaches; therefore, be it

Resolved, That delegates be permitted pullman service, where it is necessary to travel more than eight hours.

The committee recommended rejection.

The recommendation of the committee was concurred in.

On motion the rules were suspended and the convention remained in session in order to finish up all business before it.

## REPORT OF COMMITTEE ON OFFICERS' REPORT

We, your Committee on Officers' Report, beg to submit the following for your consideration and approval:

The number of new charters granted and the increase of membership by nearly 1,000 during the last year indicates an aggressive and healthy growth in the organization, which we approve and recommend that this policy be continued.

We consider the report of the Health Inspector as satisfactory, and we would urge upon all members of the trade the need for co-operating loyally with the Health Officer, with a view to securing the important and essential improvements in the sanitary and health conditions of the plants throughout the country, and would suggest that on his visits it might be well if he could arrange to meet with workmen privately so that he could get the true conditions from the workmen's point of view.

## GENERAL WARE CONFERENCE

We consider the Executive Board's report on the General Ware Conference as satisfactory.

Regarding the conveyor, stove room and spreader, we consider this as one of the important matters before the trade, and we think it is essential that all jiggermen on such conveyors, etc., should take this matter up immediately with the Standing Committee so that this new departure would be taken care of at its inception, and have prices settled that will enable jiggermen working on this class of work to get at least equal compensation for the work performed, and we so recommend.

JURISDICTION BETWEEN THE N. B. OF O. P. AND THE

UNITED BRICK & CLAY WORKERS UNION  
OF AMERICA

We would recommend that the N. B. of O. P. claim jurisdiction over the workers employed in all plants engaged in manufacturing any line of white, cooking, hotel, dinner, toilet, general ware specialties, and white grog sanitary ware or specialties; and with the proviso that should circumstances arise which would make it to our advantage to extend our jurisdiction beyond the above mentioned articles, that our Executive Board have authority to do so.

And we also recommend that every effort be made to work harmoniously with the U. B. & C. W. of America so that the whole field may be unionized and the trades controlled by these two organizations, which arrangement would be to our mutual advantage.

## RE-ADJUSTMENT OF SANITARY WAGE SCALE

We consider the report of this branch as an exhaustive and satisfactory report, and as the whole situation is before the convention we would refrain from commenting on the various items, but would emphasize the need of controlling the sanitary casting and suggest that some action be taken with a view to impressing on the sanitary trade the need of sanitary pressers taking hold of this branch, as per the agreement of the Special Casting Conference held in 1916 or 1917.

We commend the grog ware workers for their efforts to better their conditions and would recommend that every assistance be given to enable them to secure a fair settlement, and we also commend them for the spirit which they have displayed in the present crisis, to the end that a satisfactory foundation be laid for the future welfare of this important branch of our industry.

## CANADIAN LOCKOUT

The Executive Board's report is a fair statement, and we feel everything that was possible has been done to clear this up.

Reporting on the report of Bro. George Smith on the Canadian situation, we desire to express our admiration for the fight the members of Local 78 are putting up against these unscrupulous and unfair manufacturers, and our condemnation and contempt for those former members of our trade and organization who, having been bought by the manufacturers, are attempting to stem the progress of our trade for their own personal profit.

We desire especially to commend the action of the members of Local 78 in relinquishing their claims for further strike benefits in the present lockout; we feel this voluntary act of its members is a decisive answer to those who may have expressed their dissatisfaction with the stand taken by some members of 78 in not leaving Canada, and also demonstrates the Executive Board was right in supporting them, and that it was not the money paid that has been the backbone of the strike, but the unbreakable spirit these men have displayed, and we wish to assure the members of Local 78 that we delegates representing every branch of the N. B. of O. P. are with them to the finish; we recognize they are fighting with their backs to the wall, and fighting our battle as well as their own.

And we in convention assembled hereby serve notice on the Canadian Trenton Pottery and Dominion Pottery Co. and all those connected with these concerns in whatever degree, that:

The strike situation is still on, and we will bend every effort to defeat them in their attempt to make the pottery industry of Canada a sweat trade of the most intolerable kind; that we consider all who accept positions in these plants as traitors to our trade, and we recommend that official information be forwarded to the British Potters Union, informing them of the true state of affairs in Canada and requesting their co-operation in not permitting any skilled pottery workers or the work of skilled workers in the shape of blocks, cases, moulds, etc., from reaching the Canadian manufacturers, and it would be well if an effort were made to enforce this part relative to blocks, for it is a fact that the blocks and cases made by members of the N. B. of O. P. are enabling



them to run their plants, a state of affairs which should not exist. Bro. Smiths report draws our attention to the menace to our trade which this fight has demonstrated and that it will be necessary for our own welfare as well as the Canadians that we meet and control this situation. We desire to assure our Canadian brothers we recognize their interest is ours and their fight ours also, and if they lose we lose, and we recommend that the delegates on returning to their Locals will make it a point of impressing on their members this aspect of the struggle for a decent living.

And, recognizing the seriousness of the situation, we recommend that the Executive Board be given full power to take whatever action they deem necessary to meet and control the Canadian situation, and that they keep in close touch by some members of the board visiting Local 78 at least once every six months, until the fight is finally won, as it must and will be.

Respectfully submitted,  
 GEORGE SMITH,  
 CLYDE McCREADY,  
 JAMES A. KAYS,  
 JOHN DIXON,  
 JOSEPH BADDELEY,  
 HARRY W. HASSALL.

Motion by George Smith that we adopt the report of the committee.

Motion carried.

Motion by Wilson Hawk that Brother George Smith be extended a vote of thanks for the able manner in which he has handled the strike situation in St. Johns, Canada.

Motion carried.

#### NOMINATION FOR CONVENTION CITY

According to an understanding reached before nominations were opened, a city for holding the 1921 convention must receive 25 votes to back up the nomination. Buffalo, New York, received 39 votes and Atlantic City, New Jersey, received 29 votes. The city for holding the 1921 convention will be selected by referendum vote at the primary election in the month of March, 1921.

#### INSTALLATION OF OFFICERS

The newly elected officers were installed by the retiring Seventh Vice President, Thomas Moss.

#### REPORT OF FINANCE COMMITTEE

The committee recommended the payment of the following bills for mileage, etc:

President Edward Menge .....	\$ 73.84
First Vice President F. H. Hutchins .....	38.23
Second Vice President George Chadwick..	166.48
Third Vice President Louis Driber .....	113.23
Fourth Vice President S. M. Moore.....	117.23
Fifth Vice President G. H. Cartlidge .....	120.20
Sixth Vice President T. M. Woods .....	170.28
Seventh Vice President Thomas Moss .....	160.29
Secretary-Treasurer John T. Wood .....	76.81
Herald Manager Will T. Blake .....	71.87



L. U.  
No.

4	Albert Hall .....	17.00
	Daniel Morgan .....	17.00
	Fred Schodde .....	17.00
5	Samuel Huffine .....	47.82
7	Thomas Croxall .....	30.24
	James Kays .....	30.24
9	Gus Bormuth .....	17.22
	J. P. Campbell .....	17.22
	George Dawson .....	17.22
	A. V. Gilbert .....	17.22
	George Layne .....	17.22
	Aaron Massey .....	17.22
10	George Barlow .....	17.22
	John McGillivray .....	17.22
	James Ward .....	17.22
11	Sterling P. Pace .....	9.49
12	Josh Chadwick .....	17.00
	G. A. Harrison .....	17.00
	George Hughes .....	17.00
	Edward Shingler .....	17.00
16	John Thompson .....	17.00
	David Turner .....	17.00
18	George Steele .....	17.00
22	Edwin Walker .....	17.00
24	Joe Baddeley .....	17.24
	Albert Beech .....	17.24
25	Ed. Davis .....	17.00
	Byron Foutts .....	17.00
26	G. Adams .....	51.38
	J. Sergeant .....	51.38
	J. Turner .....	51.38
28	Frank Elbert .....	18.42
29	Edward Reese .....	17.12
31	Enoch Faulkner .....	17.40
	Pat Reidy .....	17.40
	Charles Wile .....	17.40
35	James Lloyd .....	5.23
	G. W. Marriott .....	5.23
	Thos. O'Brian .....	5.23
	Alfred Wright .....	5.23
36	George H. Ford .....	5.23
37	Fred Perdunne .....	5.23
40	Thos. Coley .....	5.23
	Alex. Young .....	5.23
41	John J. Nolan .....	5.23
44	Edward Jones .....	19.98
	Wilson Hawk .....	19.98
	R. E. Smoyer .....	19.98
	Parker Zentz .....	19.98
45	James Bailey .....	5.23
	John Brennen .....	5.23
	T. B. Dennis .....	5.23
	W. Elder .....	5.23
	T. Hamnett .....	5.23
	Harry Hassall .....	5.23
	James Longmuir .....	5.23

L. U.  
No.

	J. Morris .....	\$ 5.23
	T. Pennington .....	5.23
	John Remele .....	5.23
46	Walter Liner .....	18.42
	Wm. A. Reineke .....	18.42
47	John Brady .....	5.23
49	Albert Clark .....	5.23
50	James Billington .....	3.24
51	John Dixon .....	15.22
53	Kathryn Dailey .....	17.12
	Dora Koenig .....	17.12
54	Henry Dupuy .....	17.40
	Andy Masters .....	17.40
	Clyde McCready .....	17.40
59	Paul M. Gilbert .....	19.98
	Leslie Hawk .....	19.98
63	Thos. G. Harney .....	5.23
72	Louis Voss .....	47.82
	George Hostler .....	47.82
73	Frank Wagner .....	14.04
77	Lafe Shriver .....	14.04
78	George Smith .....	29.54
79	George A. Rossier .....	26.42
81	Harry Shaw .....	5.23
82	John D. Bowers .....	22.22
85	Rennie Archibald .....	3.24
86	John O'Brien .....	17.00
	Joseph Hester .....	17.00
90	George Grafton .....	14.04
91	Robert Cuird .....	5.23
93	Harold Carter .....	6.18
95	J. Frank Hull .....	17.00
97	John Brindley .....	36.90
102	Edward Darrah .....	17.00
108	Lon L. Fash .....	22.47
110	Samuel Broomhall .....	17.00
	Inspector Wm. Mushet .....	34.73
	H. H. Young, hall rent .....	99.50
	Wm. H. Young, janitor services, ice, etc. . .	16.40

Total .....\$2,786.09

Motion by Dennis that the report of the committee be received and the bills paid.

Motion carried.

There being no further business to come before the convention on motion by John Brennen the Thirtieth Annual Convention of the N. B. of O. P. was adjourned.

JOHN T. WOOD,  
National Secretary-Treasurer.

5  
31

Thirty-first Annual  
Convention

# Proceedings

*of the*

National Brotherhood  
of Operative Potters

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*Held at Atlantic City, N. J.,  
July 7th to 15th, 1921*



# PROCEEDINGS

*Thirty-first Annual Convention  
of the*

*National Brotherhood  
of Operative Potters*

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UNIVERSITY OF ILLINOIS



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*Held at Atlantic City, New Jersey,  
July 7th to 15th, 1921*





Potters Herald Print  
East Liverpool, Ohio

# *Thirty-first Annual Convention of the National Brotherhood of Operative Potters*

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## Report of Proceedings

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### Morning Session

I. O. O. F. Hall, Atlantic City, N. J., July 7, 1921.

The Thirty-first Annual Convention of the National Brotherhood of Operative Potters was called to order at 10 a. m., with President Menge in the chair.

The first order of business was the reading of the report of the Committee on Credentials, which had been previously appointed.

We, your Credential Committee, have examined the credentials and find the following officers and delegates entitled to seats in this convention:

President—Edward Menge.

First Vice President—Frank H. Hutchins.

Second Vice President—George Chadwick.

Third Vice President—Louis Driber.

Fourth Vice President—S. M. Moore.

Fifth Vice President—George H. Cartlidge.

Sixth Vice President—T. M. Woods.

Seventh Vice President—John McGillivray.

Secretary-Treasurer—John T. Wood.

Herald Manager—Will T. Blake.

Local Union No. 4—Clarence Barker, Dan Morgan, Homer Owen.

Local Union No. 5—Leonard Clewlow, Wm. C. Titzer.

Local Union No. 6—Wm. Bishop, George Bowman.

Local Union No. 7—James Bell, Thomas Moss.

Local Union No. 9—J. P. Campbell, George A. Dawson, A. V. Gilbert, Charles Gilbert, George Layne, James Noah.

Local Union No. 10—Thomas Clapperton, James Gilgallon, Sam Scarrett.

Local Union No. 11—George Yeager.

Local Union No. 12—Josh Chadwick, G. A. Harrison, Bart Seevers, Edward Shingler.

Local Union No. 16—L. E. March, David Turner.

Local Union No. 17—John Morehead.

Local Union No. 18—P. J. McKeone.

Local Union No. 20—Ralph E. Copeland, Harry Gouker.

Local Union No. 22—Edward E. Walker.

Local Union No. 24—Joseph Ault, Joseph Baddeley.

Local Union No. 25—Hamlet Bourne, Byron Foutts.

Local Union No. 26—C. Miller, Wm. Wilson.

Local Union No. 28—George Clark.

Local Union No. 29—Homer Shepton.

- Local Union No. 30—Victor Kleeschulte.  
 Local Union No. 31—Enoch Faulkner, Loren Lipp, Pat Reidy.  
 Local Union No. 35—Thomas Herlihy, George Marriott, Thomas O'Brian, Alfred Bennison.  
 Local Union No. 36—Clarence Kenworthy.  
 Local Union No. 37—William Kurtz.  
 Local Union No. 40—Thomas Coley, Alex. Young.  
 Local Union No. 41—Joseph Bradley.  
 Local Union No. 44—L. M. Eells, Larry Maley, J. H. Ward, E. Weizinecker.  
 Local Union No. 45—James Bailey, John Brennen, T. B. Dennis, William Elder, H. W. Hassall, James Longmuir, R. A. McDevitt, Clarence Pope, A. T. C. Potts, John Remele.  
 Local Union No. 46—Wm. A. Reineke.  
 Local Union No. 47—John J. Brady.  
 Local Union No. 49—Thomas Sweeney.  
 Local Union No. 50—James A. Kane.  
 Local Union No. 51—M. H. Edgell, John Dixon.  
 Local Union No. 52—Wm. F. Knobel, R. G. Walker.  
 Local Union No. 53—Dorothy Koenig, Brady Allen.  
 Local Union No. 54—Henry Dupuy, Luther Gilbert, Andy Masters.  
 Local Union No. 57—Samuel Garner.  
 Local Union No. 59—Frank Boals, S. Marshall, Guy Mushrush, Robert Walker.  
 Local Union No. 63—Thos. G. Harney.  
 Local Union No. 66—C. L. Dean.  
 Local Union No. 72—Fred A. Heeger.  
 Local Union No. 73—A. W. Pieper.  
 Local Union No. 74—Dave Hemming, Earl Johnson.  
 Local Union No. 75—Charles Smith.  
 Local Union No. 76—A. J. Burt, Dennis O'Brian.  
 Local Union No. 78—George Smith.  
 Local Union No. 80—Joseph Tart.  
 Local Union No. 81—Harry Shaw.  
 Local Union No. 86—Joseph Hester, Jacob Smurthwaite.  
 Local Union No. 87—James Peterson.  
 Local Union No. 91—Wm. H. Barker, Carrie Maple, James A. Simpson.  
 Local Union No. 94—Mary Barcus, Rose Bowers.  
 Local Union No. 95—J. Frank Hull.  
 Local Union No. 96—Hugh Church, Nels P. Hanson.  
 Local Union No. 97—John Brindley, J. Vern Johnston.  
 Local Union No. 98—John Cunningham.  
 Local Union No. 102—Robert Hammond.  
 Local Union No. 103—John Brunt.  
 Local Union No. 108—Chester Brunt.  
 Local Union No. 110—Thurman Cunningham, Robert Deitz, Ben Laughlin.  
 Local Union No. 112—John McLaughlin.  
 Health Inspector—William Mushet.  
 (Signed):—  
 G. A. HARRISON,  
 A. V. GILBERT,  
 A. T. C. POTTS,  
 Committee on Credentials.
- Motion by G. A. Harrison that the report be received and the delegates seated.

Motion carried.

Appointments were then made as follows:

Assistant Secretary—George Chadwick, L. U. No. 4.

Inspectors—Dan Morgan, L. U. No. 4; Josh Chadwick, L. U. No. 12.

Guards—Joseph Baddeley, L. U. No. 24, morning sessions; George Layne, L. U. No. 9, afternoon sessions.

Committees were then announced as follows:

	L. U. No.
Committee on Finance—	
G. A. Harrison, Chairman .....	12
Daniel Morgan .....	4
A. V. Gilbert .....	9
Harry Gouker .....	20
Larry Maley .....	44
John Remele .....	45
A. T. C. Potts .....	45
John J. Brady .....	47
R. G. Walker .....	52
J. Vern Johnston .....	97
Committee on General Ware Price List—	
T. M. Woods, Chairman .....	44
Homer Owen .....	4
Chas. Gilbert .....	9
Thos. Clapperton .....	10
James Gilgallon .....	10
Josh Chadwick .....	12
Bart Seevers .....	12
Dave Turner .....	16
John Moorehead .....	17
P. J. McKeone .....	18
Edward Walker .....	22
Byron Foutts .....	25
Homer Shenton .....	29
Enoch Faulkner .....	31
Thos. Herlihy .....	35
Clarence Kenworthy .....	36
William Kurtz .....	37
Thos. Coley .....	40
Alex. Young .....	40
Joseph Bradley .....	41
L. M. Eells .....	44
Dora Koenig .....	53
Leslie Hawke .....	59
William Williamson .....	59
Thos. G. Harney .....	63
Joseph Hester .....	86
Wm. H. Barker .....	91
Frank Hull .....	95
Robert Deitz .....	110
Committee on Health—	
George Cartlidge, Chairman .....	45
Clarence Barker .....	4
J. P. Campbell .....	9
Edward Shingler .....	12
Joseph Ault .....	24
W. Elder .....	45
Wm. Mushet .....	45

Brady Allen .....	53
Henry Dupey .....	54
Jacob Smurthwaite .....	86
Committee on Law—	
Geo. Chadwick, Chairman .....	4
Geo. Bowman .....	6
James Bell .....	7
Geo. Layne .....	9
Samuel Scarrett .....	10
Patrick Reidy .....	31
Thos. B. Dennis .....	45
Robt. Walker .....	59
Joseph Tart .....	80
John Brindley .....	97
Chester Brunt .....	108
Committee on Officers' Report—	
Geo. Smith, Chairman .....	78
William Titzer .....	5
Joseph Baddeley .....	24
Alfred Bennison .....	35
Harry Hassall .....	45
John Dixon .....	51
Samuel Garner .....	57
Luther Gilbert .....	54
A. J. Burt .....	76
Hugh Church .....	96
John Cunningham .....	98
John Brunt .....	103
Committee on Resolutions—	
Will T. Blake, Chairman .....	10
Geo. Dawson .....	9
L. E. March .....	16
C. Miller .....	26
Loren Lipp .....	31
J. A. Ward .....	44
Clarence Pope .....	45
C. L. Dean .....	66
Earl Johnson .....	74
Chas. Smith .....	75
Carrie Maple .....	91
Committee on Rules—	
John McGillivray, Chairman .....	10
Ralph E. Copeland .....	20
Hamlet Bourne .....	25
Geo. Clark .....	28
Victor Kleschulte .....	30
Thos. O'Brian .....	35
William F. Knobel .....	52
Dave Hemming .....	74
Dennis O'Brian .....	76
Thurman Cunningham .....	110
Committee on Sanitary Price List—	
S. M. Moore, Chairman .....	45
Thos. Moss .....	7
William Wilson .....	26
Geo. Marriott .....	35
James Longmuir .....	45
James Bailey .....	45
R. A. McDevitt .....	45



Wm. A. Reineke .....	46
Thos. Sweeney .....	49
James Kane .....	50
Andy Masters .....	54
Fred Heeger .....	72
A. W. Pieper .....	73
Harry Shaw .....	81
Robt. Hammond .....	102
Committee on State of Order—	
Louis Driber, Chairman .....	35
Leonard Clewlow .....	5
William Bishop .....	6
James Noah .....	9
Geo. Yeager .....	11
E. Weizinecker .....	44
John Brennen .....	45
M. H. Edgell .....	51
Henry Strobel .....	59
James Peterson .....	87
James A. Simpson .....	91
Mary Barcus .....	94
Nels P. Hanson .....	96
Ben Laughlin .....	110
John McLaughlin .....	112
Press Committee—	
W. T. Blake .....	10
F. H. Hutchins .....	45

The resolutions in the printed program were referred to the different committees, as follows:

Resolution No. 1, by Local Union No. 4, was referred to the Committee on Law.

Resolution No. 2, by Local Union No. 4, was referred to the Committee on Finance.

Resolution No. 3, by Local Union No. 4, was referred to the Committee on General Ware Price List.

Resolution No. 4, by Local Union No. 4, was referred to the Committee on General Ware Price List.

Resolution No. 5, by Local Union No. 4, was referred to the Committee on General Ware Price List.

Resolution No. 6, by Local Union No. 4, was referred to the Committee on Law.

Resolution No. 7, by Local Union No. 4, was referred to the Committee on General Ware Price List.

Resolution No. 8, by Local Union No. 6, was referred to the Committee on General Ware Price List.

Resolution No. 9, by Local Union No. 6, was referred to the Committee on Law.

Resolution No. 10, by Local Union No. 6, was referred to the Committee on General Ware Price List.

Resolution No. 11, by Local Union No. 9, was referred to the Committee on Law.

Resolution No. 12, by Local Union No. 9, was referred to the Committee on General Ware Price List.

Resolution No. 13, by Local Union No. 9, was referred to the Committee on General Ware Price List.

Resolution No. 14, by Local Union No. 9, was referred to the Committee on General Ware Price List.

Resolution No. 15, by Local Union No. 9, was referred to the Committee on Law.

Resolution No. 16, by Local Union No. 9, was referred to the Committee on General Ware Price List.

Resolution No. 17, by Local Union No. 10, was referred to the Committee on General Ware Price List.

Resolution No. 18, by Local Union No. 10, was referred to the Committee on Law.

Resolution No. 19, by Local Union No. 10, was referred to the Committee on General Ware Price List.

Resolution No. 20, by Local Union No. 10, was referred to the Committee on Finance.

Resolution No. 21, by Local Union No. 12, was referred to the Committee on General Ware Price List.

Resolution No. 22, by Local Union No. 22, was referred to the Committee on Law.

Resolution No. 23, by Local Union No. 22, was referred to the Committee on General Ware Price List.

Resolution No. 24, by Local Union No. 22, was referred to the Committee on General Ware Price List.

Resolution No. 25, by Local Unions Nos. 25, 86, 95 and 110, was referred to the Committee on Law.

Resolution No. 26, by Local Union No. 25, was referred to the Committee on General Ware Price List.

Resolution No. 27, by Local Union No. 29, was referred to the Committee on General Ware Price List.

Resolution No. 28, by Local Union No. 29, was referred to the Committee on General Ware Price List.

Resolution No. 29, by Local Union No. 29, was referred to the Committee on General Ware Price List.

Resolution No. 30, by Local Union No. 29, was referred to the Committee on Law.

Resolution No. 31, by Local Union No. 29, was referred to the Committee on General Ware Price List.

Resolution No. 32, by Local Union No. 29, was referred to the Committee on General Ware Price List.

Resolution No. 33, by Local Union No. 31, was referred to the Committee on General Ware Price List.

Resolution No. 34, by Local Union No. 31, was referred to the Committee on General Ware Price List.

Resolution No. 35, by Local Union No. 31, was referred to the Committee on General Ware Price List.

Resolution No. 36, by Local Union No. 31, was referred to the Committee on General Ware Price List.

Resolution No. 37, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 38, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 39, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 40, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 41, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 42, by Local Union No. 35, was referred to the Committee on Law.

Resolution No. 43, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 44, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 45, by Local Union No. 35, was referred to the Committee on General Ware Price List.

Resolution No. 46, by Local Unions Nos. 35, 36, 37, 41, 45, 49, 63, 81, 87 and 91, was referred to the Committee on Finance.

Resolution No. 47, by Local Union No. 36, was referred to the Committee on Law.

Resolution No. 48, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 49, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 50, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 51, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 52, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 53, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 54, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 55, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 56, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 57, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 58, by Local Union No. 36, was referred to the Committee on General Ware Price List.

Resolution No. 59, by Local Union No. 37, was referred to the Committee on Finance.

Resolution No. 60, by Local Union No. 37, was referred to the Committee on General Ware Price List.

Resolution No. 61, by Local Union No. 37, was referred to the Committee on General Ware Price List.

Resolution No. 62, by Local Union No. 37, was referred to the Committee on General Ware Price List.

Resolution No. 63, by Local Union No. 37, was referred to the Committee on Finance.

Resolution No. 64, by Local Union No. 44, was referred to the Committee on Health.

Resolution No. 65, by Local Union No. 44, was referred to the Committee on Finance.

Resolution No. 66, by Local Union No. 45, was referred to the Committee on Finance.

Resolution No. 67, by Local Union No. 45, was referred to the Committee on Law.

Resolution No. 68, by Local Union No. 51, was referred to the Committee on Law.

Resolution No. 69, by Local Union No. 51, was referred to the Committee on General Ware Price List.

Resolution No. 70, by Local Union No. 51, was referred to the Committee on General Ware Price List.

Resolution No. 71, by Local Union No. 51, was referred to the Committee on General Ware Price List.

Resolution No. 72, by Local Union No. 51, was referred to the Committee on General Ware Price List.

Resolution No. 73, by Local Union No. 51, was referred to the Committee on General Ware Price List.

Resolution No. 74, by Local Union No. 51, was referred to the Committee on General Ware Price List.

Resolution No. 75, by Local Union No. 51, was referred to the Committee on General Ware Price List.

Resolution No. 76, by Local Union No. 53, was referred to the Committee on General Ware Price List.

Resolution No. 77, by Local Union No. 54, was referred to the Committee on Sanitary Price List.

Resolution No. 78, by Local Union No. 54, was referred to the Committee on Sanitary Price List.

Resolution No. 79, by Local Union No. 54, was referred to the Committee on Law.

Resolution No. 80, by Local Union No. 54, was referred to the Committee on Law.

Resolution No. 81, by Local Union No. 54, was referred to the Committee on Law.

Resolution No. 82, by Local Union No. 54, was referred to the Committee on General Ware Price List.

Resolution No. 83, by Local Union No. 54, was referred to the Committee on General Ware Price List.

Resolution No. 84, by Local Union No. 54, was referred to the Committee on Sanitary Price List.

Resolution No. 85, by Local Union No. 59, was referred to the Committee on Law.

Resolution No. 86, by Local Union No. 59, was referred to the Committee on Finance.

Resolution No. 87, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 88, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 89, by Local Union No. 59, was referred to the Committee on General Ware Price List.

Resolution No. 90, by Local Union No. 59, was referred to the Committee on Resolutions.

Resolution No. 91, by Local Union No. 63, was referred to the Committee on General Ware Price List.

Resolution No. 92, by Local Union No. 76, was referred to the Committee on General Ware Price List.

Resolution No. 93, by Local Union No. 76, was referred to the Committee on General Ware Price List.

Resolution No. 94, by Local Union No. 80, was referred to the Committee on General Ware Price List.

Resolution No. 95, by Local Union No. 80, was referred to the Committee on General Ware Price List.

Resolution No. 96, by Local Union No. 80, was referred to the Committee on General Ware Price List.

Resolution No. 97, by Local Union No. 80, was referred to the Committee on General Ware Price List.

Resolution No. 98, by Local Union No. 80, was referred to the Committee on General Ware Price List.

Resolution No. 99, by Local Union No. 81, was referred to the Committee on Finance.

Resolution No. 100, by Local Union No. 81, was referred to the Committee on Finance.

Resolution No. 101, by Local Union No. 81, was referred to the Committee on General Ware Price List.

Resolution No. 102, by Local Union No. 81, was referred to the Committee on General Ware Price List.

Resolution No. 103, by Local Union No. 86, was referred to the Committee on General Ware Price List.

Resolution No. 104, by Local Union No. 86, was referred to the Committee on General Ware Price List.

Resolution No. 105, by Local Union No. 86, was referred to the Committee on Law.

Resolution No. 106, by Local Union No. 86, was referred to the Committee on State of Order.

Resolution No. 107, by Local Union No. 86, was referred to the Committee on Law.

Resolution No. 108, by Local Union No. 86, was referred to the Committee on General Ware Price List.

Resolution No. 109, by Local Union No. 86, was referred to the Committee on Finance.

Resolution No. 110, by Local Union No. 86, was referred to the Committee on General Ware Price List.

Resolution No. 111, by Local Union No. 86, was referred to the Committee on General Ware Price List.

Resolution No. 112, by Local Union No. 86, was referred to the Committee on Law.

Resolution No. 113, by Local Union No. 86, was referred to the Committee on General Ware Price List.

Resolution No. 114, by Local Union No. 90, was referred to the Committee on Finance.

Resolution No. 115, by Local Union No. 91, was referred to the Committee on General Ware Price List.

Resolution No. 116, by Local Union No. 91, was referred to the Committee on General Ware Price List.

Resolution No. 117, by Local Union No. 91, was referred to the Committee on Law.

Resolution No. 118, by Local Union No. 91, was referred to the Committee on General Ware Price List.

Resolution No. 119, by Local Union No. 91, was referred to the Committee on General Ware Price List.

Resolution No. 120, by Local Union No. 91, was referred to the Committee on General Ware Price List.

Resolution No. 121, by Local Union No. 91, was referred to the Committee on General Ware Price List.

Resolution No. 122, by Local Union No. 95, was referred to the Committee on General Ware Price List.

Resolution No. 123, by Local Union No. 95, was referred to the Committee on General Ware Price List.

Resolution No. 124, by Local Union No. 96, was referred to the Committee on Law.

Resolution No. 125, by Local Union No. 96, was referred to the Committee on Sanitary Price List.

Resolution No. 126, by Local Union No. 96, was referred to the Committee on Law.

Resolution No. 127, by Local Union No. 96, was referred to the Committee on State of Order.

Resolution No. 128, by Local Union No. 96, was referred to the Committee on Law.

Resolution No. 129, by Local Union No. 98, was referred to the Committee on Finance.

Resolution No. 130, by Local Union No. 99, was referred to the Committee on General Ware Price List.

Resolution No. 131, by Local Union No. 99, was referred to the Committee on General Ware Price List.



Resolution No. 132, by Local Union No. 99, was referred to the Committee on General Ware Price List.

Resolution No. 133, by Local Union No. 99, was referred to the Committee on General Ware Price List.

Resolution No. 134, by Local Union No. 99, was referred to the Committee on State of Order.

Resolution No. 135, by Local Union No. 110, was referred to the Committee on General Ware Price List.

Resolution No. 137, by Local Union No. 110, was referred to the Committee on General Ware Price List.

Resolution No. 138, by Local Union No. 110, was referred to the Committee on General Ware Price List.

Resolution No. 139, by Local Union No. 110, was referred to the Committee on General Ware Price List.

Resolution No. 140, by Local Union No. 110, was referred to the Committee on General Ware Price List.

Local Union No. 141, by Local Union No. 110, was referred to the Committee on Health.

Resolution No. 142, by Local Union No. 49, was referred to the Committee on General Ware Price List.

Resolution No. 143, by Local Union No. 49, was referred to the Committee on Health.

Resolution No. 144, by Local Union No. 74, was referred to the Committee on General Ware Price List.

Resolution No. 145, by Local Union No. 74, was referred to the Committee on General Ware Price List.

Resolution No. 146, by Local Union No. 74, was referred to the Committee on General Ware Price List.

Resolution No. 148, by Local Union No. 74, was referred to the Committee on Health.

Badges, Financial Reports and the Executive Board Reports were passed out by the inspectors, and the reports of the National Auditing Committee, summary of the N. B. of O. P. Funds, Health Inspector and Executive Board were read by Second Vice President George Chadwick.

The hour of adjournment having arrived, the remainder of the Executive Board's Report, from page 46, was laid over until the afternoon session.

Announcements were then made by the chairmen of the different committees, after which the convention adjourned until 2:30 p. m.

# Thursday, July Seventh

## AFTERNOON SESSION

The convention was called to order at 2:30 p. m. with President Menge in the chair.

On motion by George Chadwick the reading of the minutes of the morning session was dispensed with.

Assistant Secretary George Chadwick finished the reading of the Executive Board's Report and the report in part was referred to the Committee on Officers' Report. The part of the report from page 17, beginning with the letter dated May 20, 1921, and ending on page 27, wherein it is signed "Labor Committee of the United States Potters' Association," was referred to the General Ware Price List Committee.

The following letter from A. M. Maddock, President of the Sanitary Potters' Association, was read and referred to the Committee on Sanitary Price List:

Trenton, N. J., June 29, 1921.

Mr. Frank H. Hutchins, Vice President, National Brotherhood of Operative Potters, Trenton, N. J.

Dear Sir:

This will acknowledge receipt of your communication of June 10th, 1921, in which you advise us that it would not be convenient for your organization to meet with our Association until after you had met in conference with the U. S. Potters' Association.

It is agreeable to us to meet with you after your Conference with the U. S. Potters' Association, but we trust that our conference will be held not later than August 1st. We would suggest that we meet with you on the Tuesday following the closing of the conference with the General Ware Manufacturers, and would appreciate it if you would advise us at the earliest possible date just what time your conference will be held with the General Ware Manufacturers.

We believe it is advisable to at this time convey to you the feelings of our members in connection with the proposition which we will want to discuss at our conference, as no doubt you would like to discuss the matter at your Convention, which we understand is to be held early in July.

In connection with our meeting you in conference, we shall expect your representatives who meet with us, to have a full power to make any changes in our present agreement that this conference might decide advisable.

We assume that it is very apparent to the members of your organization, the necessity for an immediate and substantial reduction in the wage scale to apply to all branches of the trade, and for this reason, it is not necessary for us to say that this is the big and important proposition, which we want settled at this conference.

It is our desire that we can agree with your representatives on a wage scale that will be in keeping with the cost of living as shown by the best information obtainable. From what we can see at the present time, this reduction should be at the very least 25 % below the present wage scale.

In the interests of the employees as well as the manufacturers, we believe that this new wage scale should go into effect immediately following the adjournment of our conference.

There has been a growing feeling among the manufacturers that some of the members of your organization have not shown the true spirit of co-operation which should exist if we are to continue the harmonious relations which have existed between the two bodies. As an illustration, we might call to your attention the tendency of some of the members of your organization to curtail productions by short working hours, and at the same time demanding of us the highest rate of wages. This has had a tendency to advance our costs and has made it impossible for us to compete with manufacturers who are furnishing sanitary fixtures made of other material than clay which has been the means of your workmen losing the opportunity to make these pieces and the manufacturer losing the production.

We would call your particular attention to our request for the piece-work price for placing kilns, mould-making and dipping, and ask that action be taken at an early date regarding these requests.

In view of the excessive loss incurred by hurrying and carelessness on the part of the kiln placers, we ask that time of biscuit and glost placing be not less than four hours' working time for what was formerly known as a kilnman's day, and eight hours' working time for what is known as a kilnman's day at present time. For less than four hours' actual working time for a kilnman's day, the pay shall be at this ratio. Unless there is a decided improvement in the work of the kiln placers in the future, it will be necessary for us to insist upon a ruling, charging defective ware, caused by improper or careless placing to kiln-placers.

We believe that the efficiency of all plants will be greatly increased by installation of time clocks, and we ask that all members of the N. B. of O. P. be instructed to register when requested to do so.

We believe that your members must feel the obligation on their part to assist the manufacturers in doing everything possible to reduce the cost, improve the quality, and in this way help us to increase our sales, and avoid any more competition from manufacturers who produce sanitary fixtures of other than clay material.

Yours very truly,

SANITARY POTTERS' ASSOCIATION.

Signed: A. M. MADDOCK, President.

### REPORT OF COMMITTEE ON RULES

We, the Committee on Rules, beg leave to submit and recommend the following rules to govern the 1921 Convention:

Rule 1. That two sessions be held daily, excepting Saturdays; the first session to be from 9:30 a. m. to 12 m.; the second session from 2:30 p. m. to 5 p.m. Saturday's session to be from 9:30 a. m. to 12:30 p. m.

Rule 2. That smoking be permitted during the sessions of the Convention with the permission of the lady delegates.

Rule 3. That no Resolution be accepted for consideration by the Convention after Monday afternoon's session, except by a two-thirds vote of the Convention.

Rule 4. Each delegate present shall vote individually on all questions.

Rule 5. Any delegate retiring before 10:30 a. m. or 3:30 p. m. without a reasonable excuse shall be marked absent.

Rule 6. Each delegate shall have a representative badge to wear in sight, such badges to be furnished by the National Brotherhood to the delegates free of cost, and shall remain the property of the N. B. of O. P. until the Convention adjourns. Any delegate attending a session without his badge, unless a reasonable excuse is offered and accepted by the Convention, shall be fined one dollar.

Rule 7. That all visiting members be admitted to seats at the side of the hall, but must not mingle with the delegates while the Convention is in session.

Rule 8. That no information of the proceedings of the convention be furnished to the press except by the Press Committee.

Rule 9. That no delegate be allowed to speak more than ten minutes on any one question unless by permission of the Convention.

Rule 10. It is the request of the committee that the President see that Section 16 of the rules and regulations be enforced during this Convention.

Motion by Harry Hassall that we concur in the report of the committee.

Motion carried.

Motion by Harry Hassall that the Convention adjourn to give the committees an opportunity to work. Announcements were then made by the chairmen of the different committees, after which the motion to adjourn was put and carried and the Convention adjourned until 9:30 a. m., Friday, July 8th.

# Friday, July Eighth

## MORNING SESSION

The Convention was called to order at 9:45 with President Menge in the chair.

The minutes of the previous session were read and approved.

## REPORT OF COMMITTEE ON LAW

### RESOLUTION No. 42

By Local Union No. 35, (Kilnmen), Trenton, N. J.

Whereas, At times a dispute sometimes defined by the National Officers so as a hardship is undergone by members of the brotherhood that sometimes more leniency should be shown to uphold the principle of the organization and the particular branch of the industry or shop that may be concerned; therefore be it

Resolved, That in case a decision rendered is protested by the men concerned, a committee of five men working at the particular branch of the trade shall be called in and render a decision, said decision shall be final.

The committee recommended rejection.

Motion by George Chadwick that we concur in the recommendation of the committee.

Motion carried by a vote of 48 for to 38 against.

### RESOLUTION No. 6

(By Local Union No. 4.)

The committee recommended rejection.

Motion by George Chadwick that we concur in the recommendation of the committee.

Motion by J. Vern Johnston that the resolution be referred back to the committee.

The motion to refer the resolution back to the committee carried.

(For final action on Resolution No. 6, see minutes of Thursday morning, July 12th.)

### RESOLUTION No. 11

By Local Union No. 9, (Kilnmen), East Liverpool, O.

Whereas, It has always been in doubt as to who will fill the office of National President when he cannot fill position on account of sickness or death; therefore, be it

Resolved, That in the future, that when the National President cannot fill his office that the second vice-president shall fill the position.

The committee recommended rejection.

On motion by George Chadwick the recommendation of the committee was concurred in.



## RESOLUTION No. 18

By Local Union No. 10 (Turners and Handlers) E. Liverpool, O.

Whereas, Some members have been taking unfair advantage of Section 265, of the Constitution; therefore be it

Resolved, That any journeyman clay worker securing a position according to Section 265 of the constitution, shall be obliged to serve one year in that position, before he can quit and accept a position at that trade on another shop. Upon failing to serve one year in that position, he shall forfeit what ever time he may have worked at that particular trade and can only secure a position at it again in accordance with Section 265 of the Constitution.

The committee recommended adoption.

The Convention concurred in the committee's recommendation.

## RESOLUTION No. 9

By Local Union No. 6 (General Ware, Mixed), Wheeling, W. Va.

Whereas, The health officer is very seldom seen by 90 per cent of the trade, and as for getting any firm to do anything, it is necessary to bring it before the Western Standing Committee; therefore be it

Resolved, That a statistician be elected to serve the trade instead of a health officer.

The committee recommended that the resolution be rejected and that the Health Inspector visit the Western shops more frequently.

Motion by George Chadwick that we concur in the recommendation of the committee.

Motion carried.

The next order of business was the report of the delegate from L. U. No. 78, St. Johns, P. Q., Canada. The report was read by Bro. George Smith and referred to the Committee on Officers' Reports.

Report of Delegate George Smith of Local No. 78, to the Thirty-first Annual Convention of the N. B. of O. P., Atlantic City, N. J.

The Canadian situation has taken on an entirely different aspect since the last report made to this Convention.

In August of last year the Crane Co. bought out the Canadian Trenton Pottery Co., taking the plant over as a going concern, to make the sanitary earthenware required for their Canadian trade. This change of ownership looked good to our people, and we had high hopes that we would be able to make an agreement with the Crane Co.; to that end we suggested that some members of the Executive Board should come up to Canada to size up the whole situation and try to find some method of reaching an agreement with the Crane Co.

Fourth Vice President S. M. Moore came and made a thorough canvass of the whole situation. We made inquiries at the leading wholesale houses in Montreal, and were given the following prices:

Silentum and similar jet closets pressed, \$29.00 and up.

Syphon jet single stream pipe, cast (Canadian), \$24.00.

Reverse trap, cast (Canadian made), \$16.75.

Regular washdown, cast (Canadian made), \$12.90 to \$14.50.

Richelieu washout, cast (Canadian made), \$11.10 and up.

The Crane Company have a very large foundry and machine shop in Montreal, which is their Canadian headquarters. It took some little time and some considerable maneuvering before Vice President Moore and myself could get an appointment to meet Mr. Townsend, the manager, and Canadian vice president of the Crane Co., but finally through the assistance of some influential friends, we succeeded in getting an interview on September 24th. I regret to say it was not very satisfactory. Mr. Townsend took exceptions to our interfering in his business, claiming that we did not represent any of his workmen. Vice President Moore, in spite of these objections, made it very clear that, whether he admitted it or not, we were vitally interested in the pottery industry of Canada, whether it was the Crane Co. or any other firm, and intended to have a voice in the conditions that were going to prevail in that industry in Canada. Mr. Townsend tried to impress on us the fact that his company never had any dealings with any Union, and didn't intend to recognize any. Vice President Moore gave him an outline of our organization policy, pointing out that it had worked to the advantage of both manufacturers and operatives in the United States, and undoubtedly would do as much for Canada, and suggested that it would be as well if the Crane Co. would agree to meet the members of our Executive Board to see if an arrangement could be made that would meet the situation. Notwithstanding all that we could say, Mr. Townsend refused to meet our Board, and we were forced to retire.

At a later date, I together with Mr. George Pierce, editor and manager of the Canadian Railroader, a weekly labor paper, issued especially for the Canadian railroad workers, made an unannounced call on Mr. Townsend. Mr. Pierce, who is a very eloquent and forceful gentleman, simply refused to be turned down by Mr. Townsend, and we were ultimately given a hearing. After the ice was broken, we got along fairly well, although he tried to impress upon us that the Crane Co. would never make an agreement with any Union. He claimed the Crane Co. were doing nicely, but admitted that it was because Black was losing money that he sold out to Crane. I wanted to know how the Crane Co. expected to make a success of it, when Black, with all his experience, admitted losing \$100,000, and they were following the same policy as Black had. He admitted that Black had lost money, but the Crane Co. had always managed to make a success of everything they ever tried. One very interesting statement he made was, "The Crane Co. were then building a very large and modern pottery in Trenton, to make their own ware for the United States." I asked him if they intended hiring skilled potters, paying the Union scale, and giving the same conditions as prevailed in the Union Shops in the United States. He laughed and said "he supposed they would have to if they wanted any made." I wanted to know if the Canadian trade demanded as high a grade of ware as the United States, and he said "Yes." "Well, if you can only get your ware made in the new shop in Trenton by skilled help, how do you expect to get it made in Canada by unskilled help, or why do you pay double the price to have your work made in Trenton, if you can get the same work made in Trenton by unskilled help, at less than half the price, if you pay the same prices as you are paying in Canada?" That question is still unanswered, but the true

answer to the Crane Co. or any other is, if they want first-class sanitary earthenware, they will be required to have it made by skilled help. We tried hard to have Mr. Townsend agree to meet our Executive Board, but the best we could get out of him was, he would lay the matter before the president of the company in Chicago, and if after consideration it could be arranged he would write Mr. Pierce, and if there was no possibility of having a meeting we would not hear from him, and that was the last heard about it. Just after that the bottom fell out of everything, and we thought it would be useless to try again until things have improved, in a general way.

In the matter of the Dominion shop, much the same procedure was adopted. The late proprietors of that place have lost all they had, as we told them they would when they started in to run "cheap" shop, and the people who had the money when they started this trouble now find themselves out of the pottery business and considerably out of pocket, as a result of their pig-headedness. They have re-organized, and we understand it is controlled by another large wholesaler. They hired Mr. Alfred Lawton as manager. They have spent a large sum of money in repairs and alterations, and are only casting there now. It is too soon yet to say how things will go, but judging from past experience, it is only a matter of time until they come to grief, or are forced to re-organize.

Trade in general in Canada has been quite as bad as in the U. S. A., and because of this fact these firms have been able to get as many unskilled hands as they required, but the stigma of being a scab still sticks to all who are working there. Our own people have been loyal to the organization, with one exception. Alexander Balthazar, a kilnman, went back to the Dominion. He was, of course, expelled. We have never missed having a meeting, and while it is very hard to keep in touch with every one, I am pleased to state the morale of our members is as high as ever, and in spite of unthinkable mean tactics which are adopted by certain individuals to try and get our people to go back to the shops, our members are still standing firm and unafraid of the ultimate result.

Our long struggle has been repeatedly before the government, and President Tom Moore of the Canadian Trades and Labor Congress, has used our case all over the Dominion as a demonstration of solidarity in International Trade Unionism, in the face of bitter and unfair opposition. Our case was also fully aired before the commission on tariff revision, which went from coast to coast this last winter, under the chairmanship of Sir Henry Drayton, Minister of Finance. Our case was repeatedly referred to, and was given a prominent place in the press reports on same, from the Atlantic to the Pacific. In spite of bad trade conditions, the government statistics for the last few years show that the amount of earthenware imported into Canada is constantly increasing. Previous to 1920 in compiling the statistics for sanitary ware, bathtubs, etc., these were of any kind of material, which, of course, included iron baths, lavatories, tanks, etc., but since 1920 they have changed that and it now reads, "Baths, bathtubs, basins, closets, lavatories, urinals, sinks and laundry tubs of earthenware." For the fiscal year ending March 31st, 1920, it was \$214,137.00, and for the year ending March 31st, 1921, it was \$449,431.00, or more than double that of 1920, and the biggest year ever recorded in

Canada, which, I think, proves that they are still importing sanitary ware into Canada, and the proof of that can be seen in any plumbing shop in Canada, where all the firstclass ware is American made, and if proof is required that these firms can't make first-class ware, these figures ought to be convincing, for no sane person would pay the American price plus 30 per cent tariff, plus freight charges, etc., if they could get the same goods in Canada, where they are paying less than half the price for making same; but the depression in trade has not depressed the prices of closets, etc., according to a recent issue of Sanitary Engineer, Plumber and Steamfitter, the recognized authority for the wholesalers and retailers in our line in Canada, which states: "Prices of closets remain unchanged;" and this has been confirmed by investigations which I have made myself within the last week, which proves that the price for sanitary earthenware is as high today, and in some instances higher, than it has ever been.

Referring again to the official report on imports, there is one item which should prove that Canada is of some importance in the pottery trade of the world. This item is "Tableware of china, porcelain, white granite or ironstone ware." For the year ending March 31, 1919, it was \$1,726,620.00; for the year ending March 31, 1920, \$2,528,500.00, and for the year ending March 31, 1921, \$4,499,183.00. If you examine these figures, you will be surprised to note how the imports of earthenware, both sanitary and generalware, are advancing by leaps and bounds, in the face of the greatest trade depression that Canada has ever experienced. I am quoting these figures for the purpose of impressing upon our members how important it is that Canada should be carefully watched and our interests guarded at the beginning, for there is no reason in the world why Canada should not make ware just as good and cheaply as the United States, for we have large clay fields, lots of coal and oil for fuel, and the demand is here; and that it ultimately will come is nearly certain; in fact, one of the largest American generalware manufacturers has been dickering with the City Council of St. Johns for concessions to have them locate here. The ground is bought and the principals have been in St. Johns five or six times and have assured the Council they are coming, but it has been delayed on one excuse or another for a long time now. I suppose one of the principal reasons is they want to see the building costs go down before starting, but the figures quoted prove the trade is here and no generalware being made here at present, it is hardly conceivable that this state of affairs can continue, and I will be much surprised if we have not more than one large firm opening up in Canada in the very near future, and if they do, no effort should be spared to insure that we get for the operatives the same prices and conditions as prevail in the United States. It must be remembered that that is what we here in Canada have fought so long for—we want no more than the United States potters—we will accept no less.

I have been requested to convey to this Convention and to the whole membership of the N. B. of O. P. an assurance of the continued loyalty of the members of Local No. 78 to their brethren in the United States, and while the fight has been long and their losses heavy, in fact heavier than has possibly been realized by the trade generally, they intend to "carry on" and with the continued support of this organization and their own



unwavering determination, they know that their just claims must ultimately be realized.

**REPORT OF COMMITTEE ON SANITARY PRICE LIST**  
**RESOLUTION No. 84, BY L. U. No. 54**

The committee recommended that the resolution be referred to the committee on General Ware Price List.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

(For final action on Resolution No. 84, see minutes Friday morning, July 15th.)

President Menge announced that Bro. John B. Mooney had requested the privilege of the floor for 15 minutes to address the delegates in behalf of his brother, Thomas Mooney.

Motion by J. Vern Johnston that the privilege be granted.  
Motion carried.

At the close of Bro. Mooney's address, on motion by T. B. Dennis a rising vote of thanks was given Bro. Mooney for appearing before the Convention.

Motion by T. B. Dennis that a committee be appointed to take around subscription cards to find out how many delegates wish to subscribe for the Mooney paper.

Motion carried.

The inspectors were appointed to take up the subscriptions and before the close of the session they reported that they had secured 93 subscribers.

Motion by John Brennen that the Convention adjourn until Saturday morning, in order to give the committees an opportunity to work.

Announcements were then made by the chairmen of the different committees, after which the motion to adjourn until Saturday morning was put and carried and the Convention adjourned.



# Saturday, July Ninth

## MORNING SESSION

The Convention was called to order at 9:45, with President Menge in the chair.

The minutes of the previous session were read and approved.

### REPORT OF COMMITTEE ON FINANCE

#### RESOLUTION No. 2

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Resolved, That Section 83 and Section 84 of the Constitution shall be changed to read as follows:

"That the revenue of the National Union shall be derived from one per cent of the earnings of each member, to be collected each pay day and forwarded to the National Secretary-Treasurer at the end of each month, who will receipt for same. This fund shall be used for defense purposes and for the general expenses of the National Brotherhood of Operative Potters."

Resolved, That Section 19 be changed to read as follows:

"The Local Unions shall pay their representatives' expenses to the convention and the amount expended for railroad fare, with no extra allowance for stop-over privileges, and all other expenses shall be paid by the local union which they represent."

"And any and all laws that conflict with the adoption of this resolution are hereby repealed."

The committee recommended rejection.

Motion by John Remele that the recommendation of the committee be concurred in.

Motion carried.

#### RESOLUTION No. 65

By Local Union No. 44, (General Ware Mixed), Sebring, Ohio.

Whereas, The increased per capita tax has worked a hardship on all locals and small locals in particular; therefore be it

Resolved, That we pay the expense of the convention and the officers' salaries out of the Defense Fund.

The committee recommended rejection.

On motion by G. A. Harrison the recommendation of the committee was concurred in.

#### RESOLUTION No. 66 BY LOCAL UNION No. 45

The committee recommended adoption.

Motion by G. A. Harrison that we concur in the recommendation of the committee.

Motion by Harry Hassall that Resolution No. 66 be referred back to committee.

The motion to refer back to committee carried.

(For final action on Resolution No. 66, see Wednesday afternoon's minutes.)

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Motion by R. H. McDevitt that Mr. Martin Devlin of Trenton, N. J., be given permission of the floor at some session of the Convention in the early part of the coming week to address the delegates on the question of Freedom to Ireland.

Motion carried.

A partial list of expenses for mileage was read by G. A. Harrison, chairman of the Finance Committee, and on motion the Secretary-Treasurer was authorized to pay the different amounts.

Announcements were then made by the chairmen of the different committees, after which the Convention adjourned until Monday morning, July 11th.

# Monday, July Eleventh

## MORNING SESSION

The Convention was called to order at 9:45, with President Menge in the chair.

The minutes of the previous session were read and approved.

Resolutions which had been presented at the close of Saturday morning's session were read and referred as follows:

Resolution No. 149, by Local Union No. 17, was referred to the Committee on State of Order.

Resolution No. 150, by L. U. No. 26, was referred to the Committee on Law.

Resolution No. 151, by L. U. No. 4, was referred to the Committee on Law.

Resolution No. 152, by L. U. No. 73, was referred to the Committee on Law.

Resolution No. 153, by L. U. No. 26, was referred to the Committee on Law.

Resolution No. 154, by L. U. No. 110, was referred to the Committee on Law.

The following resolution by L. U. No. 54 was read and ruled out by President Menge because its introduction is forbidden under provision of Section 24 of the National Constitution:

### LOCAL UNION No. 54, NEW CASTLE, PA.

Whereas, The Dippers in the china trade have no uniform day wage for dipping; therefore, be it

Resolved, That a uniform day wage be established at the earliest possible convenience and suggest that it be not less than one dollar (\$1.00) per hour.

President Menge called attention to conditions in Mount Clemens in reference to tunnel kiln work. The kilnmen requested that they be allowed to change the price agreed upon per truck as follows:

Bisque trucks from \$4.60 to \$4.20 per truck.

Glost trucks from \$5.10 to \$5.50 per truck.

Bro. John Brindley, delegate from Mount Clemens, stated that Mr. Doll, the manager of the Mount Clemens Pottery Company, had agreed to equalize both bisque and glost and would be willing to open agreement again and again in order to satisfy the kilnmen and make them the best kilnwork jobs in the country.

Motion by J. P. Campbell that the request of the kilnmen be granted and that they be allowed to change the present agreement with the understanding that it will be a temporary agreement, in order to ascertain whether or not it will turn out to be satisfactory.

Motion carried.

Motion by S. M. Moore that the Convention now adjourn for the purpose of holding a caucus on the main propositions before the General and Sanitary Ware Price List Committees.

The motion carried and the Convention adjourned at 10:30 a. m.

# Monday, July Eleventh

## AFTERNOON SESSION

The Convention was called to order at 4:15, with President Menge in the chair.

The minutes of the previous session were read and approved.

Resolutions which had been presented at the close of Monday morning's session were read and referred to the different committees as follows:

Resolution No. 155, by L. U. No. 45, was referred to the Committee on Law.

Resolution No. 156, by L. U. No. 45, was referred to the Committee on Finance.

Resolution No. 157, by L. U. No. 97, was referred to the Committee on Law.

Resolution No. 158, by L. U. No. 22, was referred to the Committee on Law.

Resolution No. 159, by L. U. No. 96, was referred to the Committee on State of Order.

Resolution No. 160, by L. U. No. 54, was referred to the Committee on State of Order.

Resolution No. 161, by L. U. No. 35, was referred to the Committee on Finance.

Resolution No. 162, by L. U. No. 89, was referred to the Committee on Law.

Resolution No. 163, by L. U. No. 89, was referred to the Committee on Law.

Resolution No. 164, by L. U. No. 83, was referred to the Committee on Law.

The following Resolution by L. U. No. 97 was read and ruled out of order by President Menge because its introduction is forbidden under provisions of Section 24 of the National Constitution:

### RESOLUTION BY L. U. No. 97

Whereas, The N. B. of O. P. is required to furnish the U. S. P. A. a list of our proposals and demands thirty days prior to the date set for the convening of the joint wage conference; and,

Whereas, We believe this practice gives the U. S. P. A. an undue advantage over the N. B. of O. P. conference committee by giving them ample time wherein to arm themselves with data and information wherewith to combat our propositions; therefore, be it

Resolved, That unless the U. S. P. A. agrees to furnish the N. B. of O. P. with a similar list thirty days prior to the date set for the convening of the joint wage conference, that the N. B. of O. P. refuse to so supply them with said list in the future.

## REPORT OF COMMITTEE ON LAW

## RESOLUTION No. 67

By Local Union No. 45 (Sanitary Pressers), Trenton, N. J.

Whereas. We believe that the first ballot cast at the election of delegates to the Annual Convention is the real expression of the active members of the organization; therefore, be it

Resolved, That Section 182 of the National Constitution be amended to read, after the words, N. B. of O. P., excepting Delegates to the Annual Convention.

The committee recommended adoption.

Motion by George Chadwick that we concur in the recommendation of the committee.

Amendment by Hassall that the Resolution apply only to Local Unions with 700 members or more.

The amendment was lost by a vote of 44 for to 49 against.

The motion to concur in the committee's recommendation lost, which rejected the Resolution.

## RESOLUTION No. 30

By Local Union No. 29, (Dishmakers), East Liverpool, Ohio.

Resolved, That the Treasurer of the N. B. of O. P. make available and have printed in the Potters Herald, an itemized and detailed statement, showing the cost of handling the Sanitary branch of the N. B. of O. P. as distinguished from the Generalware branch.

The committee recommended rejection.

The Convention concurred in the committee's recommendation.

## RESOLUTION No. 117

By Local Union No. 91, (Decorators), Trenton, N. J.

Resolved, That all foreign-born making application to Local Union No. 91, N. B. of O. P., their citizenship papers must accompany the application or their declaration to become same, failing to do so at the first opportunity, they shall stand expelled from the Local and not eligible for reinstatement, until they do make application.

The committee recommended rejection.

On motion by Geo. Chadwick the recommendation of the committee was concurred in.

## RESOLUTION No. 124

By L. U. No. 96 (Grog Clay Pressers), Perth Amboy, N. J.

Whereas,, The N. B. of O. P. has no provision for its aged members; therefore, be it

Resolved, That all brothers in good standing for twenty years or more, or who at the age of sixty years become unable to follow their trade, shall be eligible for the Unemployment Fund.

The committee recommended rejection.

The convention concurred in the committee's recommendation.

The hour of adjournment having arrived, announcements were made by the chairmen of the different committees, after which the convention adjourned until Tuesday morning, July 12th.



# Tuesday, July Twelfth

## MORNING SESSION

The Convention was called to order at 9:45, with President Menge in the chair.

Absentee—John Brindley, delegate from L. U. No. 97.

The minutes of the previous session were read and approved.

### REPORT OF COMMITTEE ON LAW

#### RESOLUTION No. 126

By L. U. No. 96 (Grog Clay Pressers), Perth Amboy, N. J.

Whereas, The name of Grog Ware Pressers is distasteful to the majority of our members; therefore, be it

Resolved, That this convention grant us permission to change our name to Sanitary Porcelain Pressers.

The committee recommended adoption.

Motion by Geo. Chadwick that the recommendation of the committee be concurred in.

Motion carried.

#### RESOLUTION No. 128

By L. U. No. 96 (Grog Clay Pressers), Perth Amboy, N. J.

Whereas, The Grog Ware Pressers have been told on several occasions that the Executive Board does not understand our branch of the trade; therefore, be it

Resolved, That we be granted a representative on the Executive Board.

The committee recommended rejection.

On motion by Geo. Chadwick the Convention concurred in the recommendation of the committee.

#### RESOLUTION No. 112

By Local Union No. 86, (Warehousemen), East Liverpool, O.

Resolved, That in the event of an opening in the warehouse in any shop the firm shall notify the shop committee of such opening and shop committee shall notify P. H. before allowing firm to put on an apprentice; the same as in case of kiln hands, dippers or other crafts of the trade.

The committee recommended rejection.

The Convention concurred in the committee's recommendation.

#### RESOLUTION No. 105

By Local Union No. 86, (Warehousemen), East Liverpool, O.

Whereas, It has been the custom of some firms to keep an apprentice on one job and not advance him as they should, in pay or give him a chance to finish the trade; therefore be it

Resolved, That any member of Local Union No. 86 failing to get an advance in wages when it is due shall report same to the Local at the regular meeting in person. Any mem-

ber failing to report any such cases shall be fined not more than five (\$5) dollars, nor less than one (\$1) dollar and shall stand suspended until said fine is paid.

The committee recommended rejection.

On motion by George Chadwick the recommendation of the committee was concurred in.

#### RESOLUTION No. 68, BY L. U. No. 51

The committee recommended adoption as amended.

Motion by Geo. Chadwick that we concur in the recommendation of the committee.

Motion by T. M. Woods that we defer action on Resolution No. 68 until action has been taken on two resolutions before the General Ware Price List Committee bearing on the same subject.

The motion to defer action carried.

(For further action on Resolution No. 68 see Friday afternoon's minutes, July 15th.)

#### RESOLUTION No. 15

By Local Union No. 9, (Kilnmen), East Liverpool, O.

Whereas, Inasmuch as there are some members of our organization who are unable to perform their usual occupation, through advanced years, or who have been injured at the trade, have been compelled to seek other means of livelihood, these members, we believe, could perform the duties of collectors; therefore be it

Resolved, That Section 108, National Constitution, be amended to read:

"It shall be the duty of the National Secretary to appoint collectors in East Liverpool, Ohio. He shall district said city, placing as many potteries in each district as he may deem expedient. He shall appoint as collector to said district a member who is unable to perform his usual occupation, yet able to perform the duties of collector. For the performance of such duties they shall receive 10 per cent of all money collected." Be it further

Resolved, That the word pottery on line three, section 109, be stricken out, and the word district inserted.

Also the word Trenton, on line three, section 109, the following shall be inserted:

The National First Vice President shall proceed in like manner to appoint collectors, as laid down in Section 108, Be it further

Resolved, That outlying districts by application, to the National Secretary at his discretion, may appoint their old members as collectors.

Resolved, That the district collectors so appointed shall measure all kilns in their respective district, when called upon to do so, delivering said measurement to the National Secretary. For the performance of such duty he shall receive one dollar for each kiln measured, the same to be paid from the general fund of the N. B. of O. P.

The committee recommended rejection.

On motion by Geo. Chadwick the Convention concurred in the committee's recommendation.

## RESOLUTION No. 79

By Local Union No. 54, (Mixed), New Castle, Pa.

Whereas, There are at present seven china locals in the West, and we feel that these locals should have representation on the Western end of the Executive Board; therefore be it

Resolved, That beginning in 1922 election of National Officers that one of these offices be excluded to any, but Western china workers only.

The committee recommended rejection.

The Convention concurred in the recommendation of the committee.

## RESOLUTION No. 47

By Local Union No. 36, (Turners and Handlers), Trenton, N. J.

Whereas, The China Clay workers have no representative on the Executive Board and we think that it would be an advantage to the China Clay workers to have a representative in the Executive Board to present their claims; therefore, be it

Resolved, That the Executive Board be increased from seven Vice Presidents to eight Vice Presidents; and be it further.

Resolved, That there shall always be a China Clay worker on the Executive Board.

The committee recommended rejection.

Motion by Geo. Chadwick that we concur in the recommendation of the committee.

The motion to concur in the committee's recommendation carried by a vote of 74 for to 27 against.

## RESOLUTION No. 162

By L. U. No. 89 (Sanitary, Mixed), Richmond, Calif.

Whereas, There are at present in the State of California three sanitary potteries of some importance, the Pacific Porcelain Ware Co., the Western Pottery Co. and the Western Coast Pottery Co.; some unorganized, as in Los Angeles (where the men have expressed the desire of having a local union); in Berkeley, in Burbank, others which will soon be in operation as in Santa Clara, Oakland;

Whereas, Besides the organizing work to be done by the N. B. of O. P. controversies between firms and employees may break out at any time, requiring the presence of an authorized national officer at the shortest notice, be it

Resolved, That the N. B. of O. P. create a new office of national vice president for the State of California, such vice president to be elected by the convention or appointed by the Executive Board of the N. B. of O. P.

The committee recommended rejection.

Motion by George Chadwick that we concur in the recommendation of the committee.

The motion to concur carried by a vote of 81 for to 14 against.

## RESOLUTION No. 6

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Whereas, Under our present law, when a branch is called out on strike, other branches in the affected plant are permitted to work, thus preventing solidarity of action and lessening their chances of success; therefore, be it

Resolved, That the N. B. of O. P. at their next conven-

tion enact a law, where as a branch is called out on strike all other branches in the affected plants shall be called out with affected branch.

The committee recommended adoption.

Motion by George Chadwick that we concur in the recommendation of the committee.

The motion to concur in the committee's recommendation lost by a vote of 46 for to 71 against, which rejected the resolution.

The hour of adjournment having arrived, announcements were then made by the chairmen of the different committees, after which the Convention adjourned until 2:30 p. m.

## Tuesday, July Twelfth

### AFTERNOON SESSION

The Convention was called to order at 2:40 with President Menge in the chair.

The minutes of the previous session were read and approved.

### REPORT OF COMMITTEE ON LAW

#### RESOLUTION No. 85

By Local Union No. 59, (Kilnmen, Dippers, Saggermakers and Kilndrawers), Sebring, Ohio

Whereas, The present system of getting new members or re-instatements has proven a failure; therefore be it

Resolved, That any one starting to work in any pottery, they shall pay half of their initiation fee the first full pay and the other half the second full pay, and if this law is not lived up to the Local under its jurisdiction shall instruct the shop committee to take the grievance up with the firm and if an agreement is not reached the Local shall call a strike in the pottery; men working in the pottery and members of any local must cease work by order of the local handling the grievance and all members shall receive strike benefits; be it further

Resolved, That any person that is suspended while working at his or her trade, that the reinstatement fee must be paid at once or the local over the suspended member's jurisdiction shall take same action as in a new member's case; and be it further

Resolved, That all conflicting laws be repealed.

The committee recommended rejection.

On motion by George Chadwick the recommendation of the committee was concurred in.

#### RESOLUTION No. 163

By L. U. No. 89 (Sanitary, Mixed), Richmond, Calif.

Whereas, The established unemployment benefit fund in our organization is an act of mutual aid;

Whereas, The collecting of the one-half of one per cent for the above mentioned fund does not require either more time or more work, be it

Resolved, That the N. B. of O. P. collectors be only paid ten per cent on the one per cent collected for the Defense Fund and no longer for collecting the one-half per cent of the Unemployment Fund.

The committee recommended rejection.

The Convention concurred in the recommendation of the committee.

#### RESOLUTION No. 150

By L. U. No. 26 (Sanitary, Mixed), Kokomo, Ind.

Whereas, The collecting of extra percentage called for by the Unemployment Fund feature does not make any more work



for the one per cent secretary of the local or the collectors in the shops; and,

Whereas, The Unemployment Fund is in need of all the economy possible along with the spirit of "all get behind and push" to make it a success; therefore, be it

Resolved, That there shall be no charge for collecting the same and the one per cent collector shall continue to collect, deducting his per centage only from two-thirds the amount collected.

The committee recommended rejection.

On motion by George Chadwick the recommendation of the committee was concurred in.

#### RESOLUTION No. 158

By L. U. No. 22 (Mouldmakers), East Liverpool, Ohio.

Whereas, The laws governing the standing of members in the N. B. of O. P. and local unions conflict; and,

Whereas, It is possible for members not in good standing in local unions to receive benefits from N. B. of O. P.; therefore, be it

Resolved, That this Convention enact one law to govern all cases of standing both in the N. B. of O. P. and local unions. The committee recommended rejection.

Motion by George Chadwick that we concur in the committee's recommendation.

Motion carried.

#### RESOLUTION No. 164

By L. U. No. 83 (Sanitary, Mixed), Keyser, W. Va.

I am sending a copy of this letter to each sanitary local for the sanitary pressers consideration only.

We have made so many sanitary pressers that the buyers can and are giving nearly all the orders to some of the firms and giving little or no orders to others.

Some of the sanitary pressers at the Columbia pottery are in as bad shape with debt and worry as the boys who got shell-shocked in the war.

The washdown men there have worked about eight weeks in the last thirty-one weeks; that is a loss of \$1,269.60 for each man in that time. That is a cut of 74 per cent on the \$1.84 washdown and a cut of 52½ per cent on 31 weeks at 100 per washdown.

It is just as important for the sanitary pressers who are working good to know how many men we are carrying too many.

The real reason, we have not got enough work for the sanitary pressers we have on now is, we kept putting them on, not knowing how many we already had too many.

Therefore, be it

Resolved, That each plant report to its local and each local to send the number of sanitary pressers that have jobs there and the number of sanitary pressers they have got too many: send only the two numbers to each of the other locals to be posted each Saturday night for that calendar week: any local that does not report, don't report to them the following week but notify them you did not receive their report.

Resolved, That we pay the secretary day rate of wage for this work to be carried on; to be paid by the sanitary pressers

only, each sanitary presser to know the result for the money he pays.

The committee recommended rejection.

On motion by George Chadwick the recommendation of the committee was concurred in.

#### RESOLUTION No. 154

By L. U. No. 110 (Gilders), East Liverpool, Ohio.

Resolved, That members of the N. B. of O. P. be forbidden to work with any suspended or non-union members of any organized craft, or handle his or her ware under penalty of fine to be determined by local of said members.

The committee recommended rejection.

The Convention concurred in the recommendation of the committee.

#### RESOLUTION No. 157

By L. U. No. 97 (Generalware, Mixed), Mt. Clemens, Mich.

Whereas, The Executive Board of the N. B. of O. P. denied our claim for unemployment benefits for members not having a record of six months' membership in our organization, stating that those for whom this claim was made were not eligible for such benefits under the laws governing this fund; and,

Whereas, Local Union No. 97 believes that in making, the Executive Board did not act in accord with the laws governing this fund; therefore, be it

Resolved. That the matter be placed before this Convention for a decision or ruling as to the legality of our claim.

The committee recommended rejection.

On motion by George Chadwick, the committee's recommendation was concurred in.

#### RESOLUTION No. 25

By Local Unions No. 25, 86, 95 and 110, East Liverpool, Ohio.

A resolution designed to amend the present method of the election of the Western General Ware Standing Committee. As the department plan of forming the Western Standing Committee has been in vogue for some time and we think this method of representation of the W. S. C. is fair and Democratic and the spirit of expanding the laws and machinery of the N. B. O. P. to meet the rapid growth of our organization has always been manifested on the floor of our National Conventions.

Therefore we think the Department plan of the W. S. C. should be broadened to keep apace with the organization; therefore be it

Resolved, That the personnel of the W. S. C. shall be composed of three members actively engaged in the General Ware Trade west of the Allegheny Mountains, and in good standing in the N. B. O. P. That one member of the W. G. S. C. shall be elected from the Clay Shops to be known hereafter as Department No. 1, comprising the Mouldmakers; Pressers and Casters; Turners and Handlers; Jiggermen and Finishers, Dishmakers and kindred branches of Department No. 1 or any crafts in this department that may organize in the future; and be it further

Resolved, That one member of the Standing Committee

shall be elected from the Kiln Shed Department to be known as Department No. 2, comprising Saggermakers, Dippers, Kilnmen, Glost and Bisque, Dipper Helpers and Brushers, Glost Warehousewomen, Kiln Drawers and any other craft that may organize in the future; and be it further

Resolved, That one member of the Standing Committee shall be elected from the Shipping Department of the industry to be known as Department No. 3, comprising Warehousemen, Gilders, Decorating Kilnmen, Packers or any other branches that may be affiliated with mixed locals or that may be organized in the future; and be it further

Resolved, That each candidate for the Standing Committee may be nominated from any branch in each of the above stated departments and the candidate receiving the largest vote cast shall be known as the hold-over, or the member to serve for a period of two years and that the other members shall serve for a period of one year each; and be it further

Resolved, That all laws or rulings conflicting with the above are hereby repealed.

The committee recommended adoption.

Motion by George Chadwick that we concur in the recommendation of the committee.

Motion carried.

## REPORT OF COMMITTEE ON HEALTH

### RESOLUTION No. 148

By L. U. No. 74 Generalware, Mixed), Carrollton, Ohio.

Whereas, At present the brushers are compelled to do their own sweeping while other departments are swept at the expense of the firm; therefore, be it

Resolved, That the brushers do no more sweeping.

The committee recommended rejection.

The Convention concurred in the committee's recommendation.

### RESOLUTION No. 143

By Local Union No. 49 (Packers), Trenton, N. J.

Resolved, That all packing sheds shall be ventilated through the roof of the packing shed.

The committee recommended rejection.

On motion by George Cartlidge the recommendation of the committee was concurred in.

### RESOLUTION No. 64

By Local Union No. 44, (General Ware Mixed), Sebring, Ohio.

Whereas, Local Union No. 44 feels that we have not got service from our health inspector; therefore be it

Resolved, That the inspector be required to spend more time in Sebring as we are the second largest pottery center west of the Alleghenies, and have never failed to get the cooperation of our manufacturers on most of his recommendation.

The committee recommended rejection.

The recommendation of the committee was concurred in.

### RESOLUTION No. 141

By Local Union No. 110 (Gilders), East Liverpool, Ohio.

Whereas, Believing it to be for the best interests of the

work in the decorating department as well as a safeguarding of the health of the employees, be it

Resolved, That all sweeping be done between the hours of 5 p. m. and 7. a. m.

The committee recommended rejection.

On motion by George Cartlidge the recommendation of the committee was concurred in.

### REPORT OF COMMITTEE ON GENERAL WARE PRICE LIST

#### RECOMMENDATION OF GENERAL WARE PRICE LIST COMMITTEE

We, your committee on Price List, recommend that the 39 propositions of manufacturers be referred to the Conference Committee to make the best possible settlement they can on these propositions.

On motion by T. M. Woods the recommendation of the committee was adopted.

#### RESOLUTION No. 3

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Whereas, There is no standard method for making the slip for the casters on the different shops. And owing to this condition the casters on some shops have to stand for the loss of ware over which they have no control when the slip is bad; therefore, be it

Resolved, That when the foreman's attention has been called to the condition of the slip and the caster is allowed to use the slip, all ware that is made from this slip shall be paid for, if it is through no fault of the workman.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No. 4

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Whereas, Some shops require cast ware to be made extremely light, which requires extra care and time, and also involves more loss than where it is made the usual weight; therefore be it

Resolved, That at the expiration of our present agreement any cast ware that is required to be made less than one-eighth of one inch in thickness be paid 10 per cent additional.

The committee recommended rejection.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

#### RESOLUTION No. 5

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Whereas, We believe that sticking-up is very poorly paid and that there should be some relief granted on those articles which are especially underpaid; therefore be it

Resolved, That we ask an increase of 5 cents per dozen on the following articles: All chambers, ewers, hall boys, soaps complete, and mouth ewers.

The committee recommended rejection.

The Convention concurred in the recommendation of the committee.

RESOLUTION No. 60

By Local Union No. 37, Trenton, N. J.

The committee recommended adoption.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion by Alex. Young that Resolution No. 60 be referred back to the committee.

The motion to refer back to the committee carried.

(For final action on Resolution No. 60 see Wednesday morning's minutes, July 13th.)

The hour of adjournment having arrived, announcements were then made by the chairmen of the different committees, after which the Convention adjourned.



# Wednesday, July Thirteenth

## MORNING SESSION

The Convention was called to order at 9:45 with President Menge in the chair.

The minutes of the previous session were read and approved.

President Menge cautioned the delegates not to give out the information that the manufacturers' 39 propositions had been left in the hands of the Conference Committee to make the best possible settlement.

### REPORT OF COMMITTEE ON GENERALWARE PRICE LIST

#### RESOLUTION No. 61

By Local Union No. 37 (General Ware Pressers), Trenton, N. J.

Whereas, We believe that sticking the snips on Rocaille ice jugs is not paid for; therefore be it

Resolved, That the sticking on snips on all jugs be paid 25c per dozen.

The committee recommended rejection.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

#### RESOLUTION No. 62

By Local Union No. 37 (General Ware Pressers), Trenton, N. J.

Whereas, We believe it is just as hard to plug 30s jugs and 24s jugs and 30s creams as it is to plug from 36s jugs and down; therefore be it

Resolved, That 30s, 24s jugs and 30s creams be paid plugging up price.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No. 70

By Local Union No. 51 (General Ware Mixed) Canonsburg, Pa.

Whereas, The present price list governing casters was based upon conditions and appliances prevailing at the Laughlin's Newell shop at the time of its adoption, and,

Whereas, That conditions above named are prevalent in but few, if any, shops at this time; therefore be it

Resolved, That the firm be required to deliver slip to the tubs at the benches and to remove all scraps or drippings caused from the drainage of the moulds.

The committee recommended rejection.

On motion by T. M. Woods the committee concurred in the committee's recommendation.

## RESOLUTION No. 94

By Local Union No. 80, (Mixed), Huntington, W. Va.

Whereas, It being a rule for the firm to remove the caster's slip drippings from the floor, when such drippings are allowed to run onto the floor, and,

Whereas, A shelf may be built under the draining bench a few inches above the floor to catch these drippings, and the caster must then remove them, this we feel is a condition unfair to the caster; therefore be it

Resolved, That the slip drippings be removed from the shelf under the draining bench at the firm's expense.

The committee recommended rejection.

On motion by T. M. Woods the Convention concurred in the recommendation of the committee.

## RESOLUTION No. 12

By Local Union No. 9, (Kilnmen), East Liverpool, O.

Whereas, We feel the time has arrived for changing our present method of counting kiln-work owing to the enormous amount of days it requires to make two weeks or one pay's work; therefore be it

Resolved, That at the end of our present agreement, that we multiply our present quota foot measurement by two and call it one day instead of two days, and that no kilnman shall do more than one day's placing in any one day of the pay; and be it further.

Resolved, That where kilnmen are required to do more than one day's placing in any one day, that said kilnmen shall receive time and one-half for all time in excess of one day's placing; and be it further

Resolved, That the bench boss receive nine dollars per day, journeymen receive eight dollars per day, and apprentices increased accordingly.

The committee recommended that Resolution No. 12 be adopted as amended by cutting out the words after "days" in the first resolve and by cutting out the last resolve.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

## RESOLUTION No. 14

By Local Union No. 9, (Kilnmen), East Liverpool, O.

Whereas, It has been the custom in all the shops in the past for kilnmen to straighten up and move saggars from around the kilns when same are filled; therefore be it

Resolved, That in the future when the kilns are filled, kilnmen shall have nothing to do with the moving or straightening up of the saggars.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

## RESOLUTION No. 131

By L. U. No. 99, (Generalware, Mixed), Clarksburg, W. Va.

Resolved, That the cleaning up of kiln such as moving

saggers left over after kiln is in shall be discontinued by kilnmen.

The committee recommended rejection.

The Convention concurred in the recommendation of the committee.

#### RESOLUTION No. 60

By Local Union No. 37 (Generalware Pressers), Trenton, N. J.

Whereas, We, the members of Local Union No. 37, believe there has been a hardship put on casters at the Lenox Pottery Co., by the firm putting on girls to finish the caster's work, and asking the casters to cast all day; therefore, be it

Resolved, That all casters at the Lenox Pottery Co. do their own finishing.

The committee recommended that Resolution No. 60 be referred to the members of the Executive Board.

On motion by T. M. Woods the committee's recommendation was adopted.

#### RESOLUTION No. 16, BY LOCAL UNION No. 9

The committee recommended rejection.

Motion by T. M. Woods that we adopt the committee's recommendation.

Motion by J. P. Campbell that the resolution be referred back to the committee.

The motion to refer back to the committee carried by a vote of 60 for to 44 against.

(For final action on Resolution No. 16 see Friday morning's minutes, July 15th.)

#### RESOLUTION No. 37

By Local Union No. 35, (Kilnmen), Trenton, N. J.

Whereas, The cleaning of ware has been 20c per kilnmen day, since the uniform price list was first adopted and since that time a great change has taken place in the manufacture of ware, from toilet and open ware to dinner ware, thus working a hardship for the small ware cleaned at the present time; therefore be it

Resolved, That on and after the expiration of present agreement, 40c per kilnman day shall be allowed for cleaning ware.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No. 38

By Local Union No. 35, (Kilnmen), Trenton, N. J.

Whereas, Some potteries are stiling saucers and fruits by sagger loads, thus escaping paying for pin ware in the first ring, which works a hardship upon workmen so affected by it; therefore be it

Resolved, That on and after the expiration of the present agreement, stilted ware in the first ring shall count the same as pin ware.

The committee recommended that Resolution No. 38 be referred back to L. U. No. 35.

The Convention concurred in the recommendation of the committee.

## RESOLUTION No. 39

By Local Union No. 35, (Kilnmen), Trenton, N. J.

Resolved, That all shops working day work, be paid time and half-time for all over seven and one-half hours a day and four and one-half hours on Saturday.

The committee recommended rejection.

On motion by T. M. Woods the committee's recommendation was concurred in.

## RESOLUTION No. 40

By Local Union No. 35, (Kilnmen), Trenton, N. J.

Whereas, There is a difference between the East and West and no uniformity as to placing kilns day wage; therefore, be it

Resolved, That on and after October 1st, 1921, a uniform rate shall be established throughout the trade at the rate of one dollar and fifteen cents per hour.

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

## RESOLUTION No. 41

By Local Union No. 35, (Kilnmen), Trenton, N. J.

Whereas, The cubic foot measurement of glost kiln placing has not been changed since uniform price list was first adopted and the manufacturing of dinner ware exclusively by a majority of the potteries, supplanting hollow ware and toilet ware, for cups, saucers, fruits, ice creams and so forth, making it impossible for kilnmen in such potteries to make a living wage: therefore, be it

Resolved, That on and after the expiration of the present agreement that all holes in pin saggars shall be cleaned out at the expense of the firm.

The committee recommended rejection.

On motion the committee's recommendation was adopted.

## REPORT OF COMMITTEE ON RESOLUTIONS

## RESOLUTION No. 90

By Local Union No. 59, (Kilnmen, Dippers, Saggermakers and Kilndrawers), Sebring, Ohio

Whereas, Working men are making applications to rent houses and are rejected because they have children; be it

Resolved, That the N. B. of O. P. at this Convention, present a bill to the Ohio Legislature to make it unlawful for a property owner to reject an application for a tenant because he has children; and be it further

Resolved, That the Legislature enact a law and making a penalty of a fine for a violation of this bill; and be it further

Resolved, That any publishing company, publishing advertisements to the above effect shall be held for violating the above act and subjected to a fine.

The committee recommended the adoption of the following substitute for Resolution No. 90:

Whereas. The practice of refusing to rent houses to families with children is growing in this country; and,

Whereas, Such practice if permitted to go on unchecked is sure to work a serious hardship and disadvantage upon working people who are parents; therefore, be it

Resolved, That this Convention place itself on record as protesting against such practice by calling upon all of the locals of the N. B. of O. P. to petition their legislatures and congress to enact suitable measures to put a stop to further spread of this evil and to fix adequate penalties for the punishment of those who unlawfully continue to practice it; and be it further

Resolved, That such a law, when enacted, shall likewise impose suitable penalties against the newspaper that encourages such practices by the publication within its columns of "For Rent" advertisements that discriminate against families with children.

Motion by Will T. Blake that the recommendation of the committee be concurred in.

Motion carried.

### REPORT OF COMMITTEE ON STATE OF ORDER

#### RESOLUTION No. 127

By L. U. No. 96 (Grog Clay Pressers), Perth Amboy, N. J.

Whereas, The strike at the Phoenix Ceramic Works Metuchen, New Jersey, has been going on for a number of years; and,

Whereas, No success in winning the same has been accomplished; therefore, be it

Resolved, That this strike be called off by the N. B. of O. P. The committee recommended rejection.

Motion by Driber that the recommendation of the committee be concurred in.

Motion carried.

#### RESOLUTION No. 106

By Local Union No. 86, (Warehousemen), East Liverpool, O.

Whereas, There has been considerable unrest and ill feeling for several years between the sanitary workers and the general ware workers and that the sanitary workers have before now requested a dividend of the Defense Fund, and it seems as though the sanitary workers wish to be under a jurisdiction of their own; therefore, be it

Resolved, That the sanitary workers and the general ware workers go under two separate jurisdictions; and, be it further

Resolved, That all finances from the N. B. of O. P. be divided on a pro rata basis.

The committee recommended rejection.

Motion by Louis Driber that we concur in the committee's recommendation.

Amendment by J. Vern Johnston that the resolution be rejected and the Press Committee be instructed to give the matter full publicity.

Motion as amended carried.

#### RESOLUTION No. 134

By L. U. No. 99, (Generalware, Mixed), Clarksburg, W. Va.

Resolved, That all Tinters shall be organized with the Gilders wherever they may be, and a uniform price fixed for all factories and that the men in each factory see that they join up.

The committee recommended rejection.

On motion by Driber the recommendation of the committee was concurred in.



## RESOLUTION No. 160

By Local Union No. 54, New Castle, Pa.

Resolved, That a copy of the block mould measurements of all standard size cups and bowls, salads, ice tubs, mugs, mustards and any other article of hollow ware (that is turned) which was used as a basis for settling the china prices in the turners' china price list, be furnished to each china local of the trade.

The committee recommended rejection.

The Convention adopted the committee's recommendation.

## RESOLUTION No. 159

By Local Union No. 96 (Sanitary, Porcelain Workers),  
Perth Amboy, N. J.

Whereas, There is no change in the situation at Metuchen; and,

Whereas, We believe it is a menace to our trade; therefore, be it

Resolved, That the Executive Board take this matter up with Grog Ware Workers as soon as possible after the General Ware and Sanitary Conferences.

The committee recommended adoption.

On motion by Driber the Convention concurred in the recommendation of the committee.

## RESOLUTION No. 149

By Local Union No. 17 (Kilndrawers), East Liverpool, Ohio.

Whereas, The membership of Local Union No. 17 (Kilndrawers) for various reasons has been reduced almost to the vanishing point, there being but nineteen members left out of a possible field of three hundred, we feel that the officers and delegates of this convention should be acquainted with the facts; therefore, we have

Resolved, To appeal to you to devise means to remedy this deplorable condition, for it must be obvious to all that the financial loss alone that accrues from these non-members is an item worthy of serious consideration. If effective action is not taken by this Convention we fear that Local Union No. 17 will not be in the fold of the N. B. of O. P. at the time of your next annual Convention.

The committee recommended adoption.

On motion by Driber the recommendation of the committee was concurred in. The members of the Executive Board are to use their best judgment as to the opportune time to organize the kilndrawers.

The hour of adjournment having arrived, announcements were then made by the chairmen of the different committees, after which the Convention adjourned until 2:30 p. m.

# Wednesday, July Thirteenth

## AFTERNOON SESSION

The Convention was called to order at 2:30 p. m. with President Menge in the chair.

The minutes of the previous session were read and approved.

### REPORT OF COMMITTEE ON FINANCE

#### RESOLUTION No. 99

By Local Union No. 81, (Mouldmakers), Trenton, N. J.

Whereas, Last fall when our National Officers were going West on a business trip, the train was wrecked and fortunately not one of our officers was injured; therefore, be it

Resolved, That the N. B. of O. P. place an insurance on their lives while they hold office.

The committee recommended rejection.

Motion by G. A. Harrison that the recommendation of the committee be adopted.

Motion carried.

#### RESOLUTION No. 114

By Local Union No. 90, (Sanitary Mixed), Clarksburg, W. Va.

Resolved, That Local No. 90, N. B. of O. P. believes it advisable to place the respective merits of the pressing and casting processes of producing sanitary earthenware before the plumbers of the country, and to that end requests the N. B. of O. P. to appoint one or more of its responsible officials, or to employ competent professional publicity agents to attend the conventions and assemblages of the Plumbers' Associations. We earnestly believe that the N. B. of O. P. would be amply repaid for any money expended in this manner.

The committee recommended rejection.

On motion by G. A. Harrison the recommendation of the committee was concurred in.

#### RESOLUTION No. 20

By Local Union No. 10 (Turners and Handlers) E. Liverpool, O.

Whereas, We believe that our National Officers are overworked and the burden of it is wearing down their health; and

Whereas, We believe that increasing their salary will not make their task any lighter, but that assistance will; therefore be it

Resolved, That an office of Assistant President and Assistant and First Vice President be created by this convention; and be it further

Resolved, That the Assistant President shall be appointed by the President and shall be controlled by him only, and the Assistant Vice President shall be appointed by the First Vice

President, and shall be controlled by him only; and be it further

Resolved, That the assistant's salary shall be \$2,000.00 per year, to be paid out of the General Fund; and be it further

Resolved, That the Assistants shall not be considered a part of the Executive Board, unless elected thereon, but may attend their meetings.

The committee recommended the rejection of Resolution No. 20 and suggested that the National Officers call upon the National Vice Presidents to assist them when the work becomes burdensome.

The Convention concurred in the recommendation of the committee.

#### RESOLUTION No. 109

By Local Union No. 86, (Warehousemen), East Liverpool, O.

Resolved, That the Death Insurance of the N. B. of O. P. shall be amended to read as follows:

6 months good standing .....	\$ 75.00
12 months good standing .....	100.00
18 months good standing .....	150.00
24 months good standing .....	200.00
30 months good standing .....	\$300.00

And be it further

Resolved, That anyone having been a member for ten years and never having been suspended and who at time of death had been in good standing for the last thirty (30) months prior to death, shall be entitled to \$500.00.

The committee recommended rejection.

On motion by Harrison the Convention adopted the committee's recommendation.

#### RESOLUTION No. 86

By Local Union No. 59, (Kilnmen, Dippers, Saggermakers and Kilndrawers), Sebring, Ohio

Whereas, We feel that older members should get benefits due them; therefore, be it

Resolved, That a member being in good standing for a period of twenty (20) years, be granted the sum of three hundred (\$300) dollars.

The committee recommended rejection.

The Convention adopted the committee's recommendation.

#### RESOLUTION No. 46

By Local Unions No. 35, 36, 37, 40, 41, 45, 49, 63, 81, 87 & 91

Whereas, Conditions in the City of Trenton have so materially changed in the past few years that it is practically impossible to procure suitable quarters in which to hold local union meetings. The inferior rooms to be had are so scattered and held at such an exorbitant rental that it threatens to have a deterring and disintegrating effect on the morale and membership of the N. B. of O. P.; therefore it is

Resolved, By the several local unions whose numbers are hereto affixed to petition the Thirty-first Annual Convention to appropriate a sufficient sum to purchase or build an Eastern Headquarters so planned and managed as to be at least self-sustaining and most likely a valuable financial asset to the organization.

The committee recommended adoption.

Motion by G. A. Harrison that the recommendation of the committee be concurred in.

Amendment by J. P. Campbell that an appropriation also be made for the purpose of enlarging the present headquarters in East Liverpool so that the local unions in that city will have suitable headquarters to hold their meetings in.

President Menge called First Vice President Frank H. Hutchins to take the President's chair and after talking on the question at some length he offered an amendment to the amendment that the entire matter be turned over to the Executive Board for investigation as to the feasibility of carrying into effect the provisions of the resolution and the amendment.

The amendment to the amendment carried.

The motion to adopt the recommendation of the committee as amended carried.

#### RESOLUTION No. 59

By Local Union No. 37 (General Ware Pressers), Trenton, N. J.

Whereas, We the members of Local Union No. 37, of the N. B. of O. P., should own its own building in the east for the Locals of the Brotherhood to hold their meetings in, and also rooms for the First Vice President, and,

Whereas, There are no locals in the east, having any permanent meeting hall, and the owners are continually raising their rents and there are locals in Trenton who are unable to pay such high rent; therefore be it

Resolved, That this convention authorize the buying of a building, or of building one, that would be suitable for all locals to meet in. And that this convention ask for a sum of money to be taken from the defense fund that would pay for this building.

The committee recommended rejection.

On motion by Harrison the Convention concurred in the committee's recommendation.

#### RESOLUTION No. 66

By Local Union No. 45, (Sanitary Pressers), Trenton, N. J.

Whereas, During the last nine (9) months, that is from May 1st, 1920, to February 1st, 1921, the expenses of the General Fund have exceeded the receipts by several thousand dollars, proof that the income from this source is insufficient to meet the average general expenses, and,

Whereas, The receipts from the Insurance Fund have exceeded the expenses by several thousands of dollars, an amount sufficient to meet the deficit in the General Fund; therefore be it

Resolved, That the General and Insurance Funds be merged into one fund to be known as the General and Insurance Fund; further be it

Resolved, That all laws in conflict with the above are hereby repealed.

The committee recommended the adoption of the following

#### SUBSTITUTE FOR RESOLUTION No. 66

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Resolved, That the interest derived from the Defense Fund be divided as follows: To the Tuberculosis and Insurance Funds, 60 per cent and the General Fund 40 per cent, and that all present laws be changed to conform with the above.

Motion by G. A. Harrison that the recommendation of the committee be concurred in.

Motion carried.

RESOLUTION No. 63

By Local Union No. 37 (General Ware Pressers), Trenton, N. J.

Whereas, We believe the employes at the Anchor Pottery Co., who were locked out, should receive lock-out benefits, because the firm asked the kilnmen to work piece work. The men refused, claiming they did not want to work on a piece-work basis, but were willing to work day wage, the same as they had been working. After closing the plant down for six weeks, the firm decides to start work again, pending a settlement by the Standing Committee or Executive Board; therefore be it

Resolved, That these men be paid lock-out benefits for six weeks that they were locked out.

The committee recommended rejection of Resolution No. 63, and that the membership make application for unemployment benefits.

Motion by G. A. Harrison that the recommendation of the committee be concurred in.

The motion to concur in the committee's recommendation carried by a vote of 62 for to 29 against.

RESOLUTION No. 161

By Local Union No. 35.

The committee recommended rejection.

Motion by Harrison that we concur in the recommendation of the committee.

Motion by G. W. Marriott that Resolution No. 161 be referred back to the committee.

The motion to refer the resolution back to the committee carried by a vote of 49 for to 24 against.

(For final action on Resolution No. 161 see Friday morning's minutes, July 15th.)

Announcements were then made by the chairmen of the different committees after which the Convention adjourned until 9:30 a. m., Thursday, July 14th.



# Thursday, July Fourteenth

## MORNING SESSION

The Convention was called to order at 9:45 with President Menge in the chair.

The minutes of the previous session were read and approved.

### REPORT OF COMMITTEE ON FINANCE

#### RESOLUTION No. 129

By Local Union No. 98

The committee recommended rejection.

Motion by G. A. Harrison that the recommendation of the committee be concurred in.

Motion by Alex. Young that Resolution No. 129 be laid over until action is taken on a similar resolution before the Law Committee.

Motion carried.

(For final action on Resolution No. 129 see Friday morning's minutes, July 15th.)

#### RESOLUTION No. 100

By Local Union No. 81, (Mouldmakers), Trenton, N. J.

Resolved That the Thirty-first Annual Convention establish a bank in the East and one in the West.

The committee recommended that the resolution be referred to the Executive Board for investigation and to make a report to the next convention.

Motion by Harrison that we concur in the committee's recommendation.

Motion carried.

#### RESOLUTION No. 156

By Local Union No. 45 (Sanitary, Pressers), Trenton, N. J.

Whereas, The State of N. Dakota has made laws beneficial to workers and trades unionists of that state and now requires funds to set said laws in operation; to that end have issued bonds that would ordinarily be sold in the regular market, but the capitalists, feeling the success of the N. Dakota venture, have used every means in their power to defeat the sale of N. Dakota bonds; and,

Whereas, These bonds are a safe and profitable investment; therefore, be it

Resolved, That part of the funds of the National Brotherhood shall be invested during the coming years in the bonds issued by the State of N. Dakota.

The committee recommended adoption.

On motion by Harrison the Convention adopted the committee's recommendation.

## REPORT OF COMMITTEE ON SANITARY PRICE LIST

### RESOLUTION No. 78

By Local Union No. 54, (Mixed), New Castle, Pa.

Whereas, The National Officers neglect the appeal of the sanitary casting process all through the trade; be it

Resolved, That more accurate attention be paid to the appeals of such locals, if the National Officers cannot attend to it, then leave them appoint sub-committees to perform such work that is requested of them.

The committee recommended that the delegates from L. U. No. 54 be allowed to withdraw the resolution.

Motion by S. M. Moore that the committee's recommendation be adopted.

Motion carried.

### RESOLUTION No. 77

By Local Union No. 54, (Mixed), New Castle, Pa.

Whereas, The Eastern Sanitary Standing Committee does not fulfill its obligations; be it

Resolved, That any grievance sent to it not later than one week, and not to put them in the waste paper basket without making adjustments, and not notifying the Local at all on many occasions.

Upon the recommendation of the committee the delegates of L. U. No. 54 were allowed to withdraw Resolution No. 77.

### RESOLUTION No. 125

By L. U. No. 96 (Grog Clay Pressers), Perth Amboy, N. J.

Whereas, We, as a branch of the N. B. of O. P., have never had an agreement with our manufacturers; and,

Whereas, We believe in collective bargaining; therefore, be it

Resolved, That this convention see that such is brought about through the efforts of the Executive Board, and that said agreements if they cannot be reached with the combined Sanitary Porcelain Manufacturers, be taken up separately with each plant, and we ask that this question be taken up as soon as possible after this convention.

The committee recommended adoption.

On motion by S. M. Moore the recommendation of the committee was concurred in.

## RECOMMENDATION OF SANITARY PRICE LIST COMMITTEE

Pertaining to Manufacturers' Communication

Whereas, The Sanitary Potters' Association has requested a conference with the representatives of the N. B. of O. P. for the purpose of considering a 25% reduction in the Sanitary Wage Scale, installation of time clocks, the correction of careless, hasty and inefficient workmanship; and,

Whereas, We, the Sanitary delegates of the 31st Annual convention, have taken cognizance of the said propositions, we deem it fitting to set forth our attitude in the premises:

We think it proper that a conference be arranged as soon as circumstances will permit, believing that a satisfactory adjustment of secondary issues, to-wit: Time clock, inefficient workmanship, etc., can be arrived at.

In regard to the proposed cut in the wage scale we desire most emphatically to go on record as being unalterably oppos-

ed at this time to any such procedure, being of the mind that such action is unwise, unnecessary and uncalled for. In support of our position we mention briefly a few of our principle reasons:

We do not agree with the manufacturers in their statement that a cut is necessary to stimulate the sale of sanitary goods, as it has been clearly brought out that interests and influences of tremendous power, over which we have no control, have far more to do with the conditions in the building trades today than anything which we may or may not do. The action of the money interests in some states in refusing to advance money on building operations except at a premium is one of these influences.

For years past the makers of sanitary ware have not participated in the general prosperity that has been enjoyed by other craftsmen in the country. When the war was on we were non-essential, living costs soared rapidly, raises in wages came slowly and in small amounts, consequently we never got within hailing distance of a decent standard of living. There are few, if any, manual industries that require a higher degree of skill and application than ours. In the government list of dangerous occupations we have the proud distinction of having the highest rate of disease and death from respiratory troubles. Opportunities for continuous employment are always precarious. We were promised at the last conference with the manufacturers that when prosperity did return our wages would be maintained and we should get "OURS."

The ink is hardly dry on the paper when, lo and behold, we are confronted with the demand for a conference which contemplates a 25 per cent reduction in the nominal wage we never received.

From present indications the sanitary industry faces the most prosperous era in its existence. It is reasonable to believe that building operations in the near future will be conducted on a scale unprecedented in the history of the world. It is our opinion that when that time arrives the operators' difficulty will not be in obtaining the price, but in supplying the demand.

We are not unmindful of the fact that there is a tremendous propaganda being carried on for the purpose of submerging the workers in a wave of wage reductions, nor are we so short-sighted that we can not observe that the conditions which surround the sanitary business are unique.

We do not propose to assist the manufacturers in a policy of indiscriminate price-cutting which we know would be silly and suicidal to their interests and ours.

Therefore, we are resolved to withstand any and all attempts to reduce wages by all the legal means at our command.

The committee recommended adoption.

Motion by S. M. Moore that we concur in the recommendation of the committee.

Motion carried.

#### RECOMMENDATIONS OF SANITARY PRICE LIST COMMITTEE

We, your committee, offer the following recommendations for your consideration:

First—That a rigid enforcement of the sanitary working

and hour rules is necessary if we wish to maintain our present rate of wages and our standard of workmanship.

Second—That a form be prepared for the use of Local Unions whereby a weekly and monthly report may be recorded. Each Local Union shall keep a record of how many men are employed, how many days per week in each branch, number of kilns placed per week and a monthly report submitted to headquarters. The Executive Board to prepare form to be used for the above purpose.

Third — Whereas, It has come to our attention that the work in some of the sanitary shops is not being equally divided up in periods of depression as it should be, in accordance with our agreements, which condition causes discord in our ranks; we recommend that our shop committees and locals bring this matter to the attention of the firms where such conditions exist and see that our agreement is strictly enforced.

Fourth—We further recommend: That the Eastern Executive Board furnish a "Protest Blank" for use of local secretaries in forwarding grievances to standing committee. Duplicate form to be attached to the end of said protest blank to be returned to the local making the protest on receipt of same at headquarters.

The committee recommended adoption of the recommendations.

On motion by S. M. Moore the committee's recommendations were concurred in.

## REPORT OF COMMITTEE ON LAW

### RESOLUTION No. 22

By Local Union No. 22 (Mouldmakers), East Liverpool, Ohio.

Whereas, The shop committees in East Liverpool district are not practical, as the majority of locals have not enough members working in the majority of potteries to appoint a shop committee. These consist of Locals No. 22, 29, 25, 18, 16, 10, 4 and 95; therefore, be it

Resolved, That Section No. 203 of the Constitution be changed in East Liverpool to read: "That there shall be a shop committee appointed of five members in each department, and no two from the same branch or local. The department shall be the same as Section 39 of the Constitution, and they shall be recommended by different locals and appointed by the National President. It will be the duty of the committee to see that the members conduct themselves in a proper manner toward each other in the pottery. They shall also see that members comply with laws of the order. They shall investigate all reports made to them by members concerning prices of ware. Members or others working underprice or doing anything detrimental to the interests of the Union or the trade; report all dereliction in duty on the part of members coming to their notice; investigate the standing of all new workmen starting in shops and persuade them to affiliate with the local, and perform such other duties as the Union may require.

The committee recommended rejection.

Motion by George Chadwick that the recommendation of the committee be concurred in.

Motion carried.

**RESOLUTION No. 81**

By Local Union No. 54, (Mixed), New Castle, Pa.

Whereas, That in view of the fact that it is impossible to adjust any dispute in the china trade West of the Alleghenies without taking the matter up with the First Vice President, which takes up considerable time and annoyance; therefore be it

Resolved, That a Western Standing Committee be appointed from the various china locals so these locals can be given the consideration and attention that they are rightfully entitled to.

The committee recommended the adoption of the following substitute for Resolution No. 81:

Resolved, That a Western China Committee be created consisting of three members—number one to be known as the clay department, number two the kiln department and number three the shipping department, as adopted for general ware; the President to appoint this committee until the next election of National Officers. This standing committee to be elected by the china workers west of the Alegheny Mountains. This committee to meet when china grievances are to be settled only. To meet in East Livrpool, Ohio.

Motion by George Chadwick that the recommendation of the committee be adopted.

Motion carried.

**REPORT OF COMMITTEE ON OFFICERS' REPORT**

We, your committee on Officers' Report, beg to submit the following for your consideration and approval:

**AUDITORS' REPORT**

The Auditor's Report and summary of the various N. B. of O. P. funds we consider, as drawn up, is a most business-like and satisfactory statement. The number of new charters issued and the increase in membership shows substantial progress.

**HEALTH INSPECTOR'S REPORT**

This report we consider satisfactory as a whole, but regret the Health Inspector did not visit out-of-town locals. We deem it essential that he should do so at least once each year to inspect factories, to receive complaints, if any, from our members, and generally see to it that the health laws are being complied with both by manufacturers and operatives.

In reference to the Sick and Disability Pension Plan, we consider this to be one of the most important and far-reaching schemes ever attempted by the Brotherhood, and we regret the present slump in trade has delayed the consummation of the plan, and we strongly recommend the continuance of the negotiations that the whole will be in such order as will enable the committee to submit the plan to a referendum vote of the trade when industrial conditions have returned to normal.

As a means of assisting the Health Officer to get the best possible results, we would suggest that the Shop Health Committees forward any complaints to either the Eastern or Western officers, so that a record of same might be kept and would recommend that complaint forms be printed and furnished to all locals and no complaints to be considered unless signed by the Shop Health Committee.



We wish to commend in the highest possible terms the work performed by the Relief Committee of Local Union No. 45, Trenton, N. J., in the present crisis, and which has demonstrated in no uncertain manner that the spirit of true Brotherhood is alive in our organization today and we would suggest that where the need arises, similar committees be formed, and we feel sure the Relief Committee from Local 45 will be ready and willing to assist them by advising and giving them the benefit of their experience.

On the asthma treatment we hope this will be continued for the benefit of any members who may be afflicted with that complaint and would recommend that this treatment be extended for another year at least.

We would suggest that all members carefully peruse the comparative statement of the number of deaths and ages at death of our members in the Health Inspector's Report, showing a decrease in the tuberculosis and general death rate, and at the same time a considerable increase in the average length of life of our members.

### GENERAL AND SANITARY WARE CONFERENCES

We commend the complete manner in which the reports on the General and Sanitary Ware Conferences have been submitted and consider these statements as extensive and complete as possible.

Referring to the unfortunate misunderstanding that arose over the settlement of prices for kilnmen working on the tunnel kiln at Mt. Clemens, Mich., we consider our Executive Officers took the only possible course to meet the situation, and we also commend our members there for the manner in which they acted during a most trying time.

### CANADIAN SITUATION

The reports of the Executive Board and Bro. George Smith on the Canadian situation are both exhaustive and instructive, and reveals a state of affairs which will require the closest attention of the Brotherhood. The fact that both of the original firms who were the cause of this dispute have been forced to retire from the business after losing a very large amount of money should conclusively prove that they were not making a success of manufacturing sanitary earthenware with cheap unskilled help.

While the efforts made to open up negotiations with the new owners have so far failed, we think these should be continued when the opportunity offers. We are also impressed by the importance of controlling the industrial end of the Canadian trade for our organization, and in view of the impressive figures of the amount of ware imported into Canada and the probability of general ware being manufactured there in the near future, we recommend that the Executive Board be authorized to take whatever action is deemed necessary to meet and control the Canadian situation.

### GROG WARE SITUATION

We regret that no mention was made of the Grog Ware Workers in the Official Report. We consider another effort might be made to get an agreement either collectively or individually with the manufacturers.

## POTTERS HERALD

We regret that the trade is not taking advantage of the great opportunity offered to secure for themselves the fullest information of the conditions prevailing in our industry, and we would earnestly recommend that every local should have a letter from its correspondent at least every two weeks. The value of such letters was well demonstrated during the campaign for the Unemployment Fund, when letters came from practically every local and made the Herald a worth-while and real live Journal. There is no use blaming the Herald management—it depends solely on the local's correspondent to make our paper the success which it certainly can be if the trade generally would co-operate loyally with the management. One matter which has caused some comment is the manner in which the Herald is distributed and where the paper is not received regularly either in bulk or individually we would request that they communicate with the Herald management, who is prepared to do all in his power to meet the local conditions in order to make the service a success.

Motion by George Smith that the report of the committee on Officers' Report be adopted.

Motion carried.

**REPORT OF COMMITTEE ON GENERAL WARE  
PRICE LIST****RESOLUTION No. 43**

By Local Union No. 35, (Kilnmen), Trenton, N. J.

Whereas, The cubic foot measurement of placing bisque kilns, has been changed very little since the uniform price list was first adopted and the manufacturing of dinner ware exclusively by a majority of the potteries, supplanting toilet ware and hollow ware, for cups, saucers, fruits, ice creams and all sorts of small ware, making it impossible for bisque kilnmen in such potteries to make a living wage, at the present cubic foot measurement; therefore, be it

Resolved, That on and after the expiration of the present agreement, the cubic feet shall be reduced from 200 feet to 130 feet per kilnmen day, and an extra day shall be paid for every four bungs of flat ware placed in the first ring.

**RESOLUTION No. 44**

By Local Union No. 35, (Kilnmen), Trenton, N. J.

Whereas, The cubic foot measurement of kiln placing has not been changed on the glost placing, since the uniform price list was first adopted, and the manufacturing of dinner ware exclusively by a majority of the potteries, supplanting toilet ware and hollow ware for cups, saucers, fruits, ice creams and so forth, making it impossible for kilnmen in such potteries to make a living wage at the present cubic foot measurement; therefore be it

Resolved, That on and after the expiration of the present agreement, the cubic feet shall be reduced from 162 feet Glost to 112 feet per kilnmen day, and all roll edge or hotel ware placed in saggars containing more than six holes, shall be paid 25c per bung extra.

The committee recommended the adoption of the following substitute for Resolutions Nos. 43 and 44:

Whereas, The majority of potteries in the East that formerly manufactured white granite and semi-porcelain have injected china shapes and conditions in the kiln department, which works an undue hardship on the men, making it impossible for the said crews to make a living wage under the present cubic system; therefore, be it

Resolved, That on and after the expiration of the present agreement the cubic feet shall be reduced in all potteries working under china conditions from 200 feet in bisque to 130 feet per kilnman's day; glost to be reduced from 162 feet to 112 cubic feet per kilnman's day.

The committee recommended adoption.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

#### RESOLUTION No. 45

By Local Union No. 35, (Kilnmen), Trenton, N. J.

Whereas, Some potteries manufacturing chinaware do not dress or dump the flint from the saggars on the bisque kilns, and do not dress the saggars on the glost kilns when drawing their kilns, and

Whereas, The kilnmen in said potteries are doing extra work, which is not kiln work and works a hardship on the men in said potteries; therefore, be it

Resolved, That on and after the expiration of the present agreement, all saggars shall be dressed and dumped on bisque kilns and all saggars shall be dressed and pin holes cleaned at the expense of the firm on all kilns.

The committee recommended rejection.

On motion by T. M. Woods the Convention concurred in the committee's recommendation.

#### RESOLUTION No. 69

By Local Union No. 51 (General Ware Mixed) Canonsburg, Pa.

Whereas, The amount of small ware placed in glost kilns such as teas, fruits, oatmeals and small-sized bakers, is constantly increasing; and,

Whereas, This line of work increases the hardships necessary to the kilnmen's day; therefore be it

Resolved, That the cubic measurement of glost kilns be reduced from 162 to 150 cubic feet per kilnman's day.

The committee recommended rejection.

The Convention adopted the committee's recommendation.

#### RESOLUTION No. 72

By Local Union No. 51 (General Ware Mixed) Canonsburg, Pa.

Whereas, Unequal conditions and extra work for kilnmen are caused in many instances by firms insisting upon solid wadding of saggars; therefore be it

Resolved, That in the future when solid wadding is done the firm be required to pay 10 per cent extra per kilnmen's day for such work.

The committee recommended rejection.

On motion by T. M. Woods the Convention concurred in the recommendation of the committee.

## RESOLUTION No. 73

By Local Union No. 51 (General Ware Mixed) Canonsburg, Pa.

Whereas, The manufacturers in some instances are taking advantage of the classification of nappies as hollow ware, insisting that they be stuffed with fruits and saucers, aggregating in gross as high as 133 dozen per kiln, causing extra work and time to the kilnmen; therefore be it

Resolved, That all nappies be classed as flat ware, prevailing rules governing placing in kilns to apply.

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

## RESOLUTION No. 88

By Local Union No. 59, (Kilnmen, Dippers, Saggermakers and Kilndrawers), Sebring, Ohio

Resolved, That tea bungs in the middle be counted two for one, same as the first ring.

The committee recommended rejection.

On motion by T. M. Woods the Convention concurred in the committee's recommendation.

## RESOLUTION No. 89

By Local Union No. 59, (Kilnmen, Dippers, Saggermakers and Kilndrawers), Sebring, Ohio

Resolved, That 140 cubic feet shall constitute a glost kilnman's day instead of 162 cubic feet.

The committee recommended rejection.

The Convention concurred in the recommendation of the committee.

## RESOLUTION No. 92

By Local Union No. 76, (General Ware, Mixed), Buffalo, N. Y.

Whereas, A condition has crept into the trade where manufacturers are having single banjoe sagers placed in the first ring instead of double banjoe sagers, which should pay one extra day for every four bungs; therefore be it

Resolved, That in the future the manufacturers pay one kilnman's day for every eighty (80) pin ware sagers placed in the first ring in china glost kilns, and be it further

Resolved, That rearing dishes are to be paid the same rate as porcelain dishes, settled at the Buffalo pottery, one kilnman's day extra for every seven (7) bungs of dishes, all sizes in china glost kilns.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

## RESOLUTION No. 93

By Local Union No. 76, (General Ware, Mixed), Buffalo, N. Y.

Whereas, When the first ring is placed flat in china glost kiln, extra pay should be paid for such work; therefore be it

Resolved, That when sagers are placed flat on in the first ring in china glost kiln, extra pay should be paid as follows,

14-6 diameter kiln ..... one day extra

15-6 diameter kiln .....one and one-half day extra

16-6 diameter kiln ..... two days extra

The committee recommended rejection.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

Bro. R. A. McDevitt read a letter from Martin Devlin of Trenton, N. J., stating that it was impossible for him to be present to address the delegates on the Irish question as per the invitation extended him at an earlier session of the Convention.

Motion by T. M. Woods that the Convention adjourn until 9:30 Friday morning, July 15th. Announcements were then made by the chairmen of the different committees, after which the motion to adjourn until Friday morning was put and carried and the Convention adjourned.



# Friday, July Fifteenth

## MORNING SESSION

The Convention was called to order at 9:30 with President Menge in the chair.

The minutes of the previous session were read and approved.

### REPORT OF COMMITTEE ON GENERAL WARE PRICE LIST

#### RESOLUTION No. 84

By Local Union No. 54, (Mixed), New Castle, Pa.

Whereas, That in view of the fact that tunnel kilns are on the increase in various potteries now in operation, and are also being built in most new plants, and seem to be an established fixture; therefore be it

Resolved, That the Executive Board establish both a day wage and piece work price at the earliest possible time.

The committee recommended adoption.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

#### RESOLUTION No. 97

By Local Union No. 80, (Mixed), Huntington, W. Va.

Whereas, It being a custom in most shops that thin cups are boxed by the handlers, and,

Whereas, The kilnmen here do the boxing of the majority of thin cups; therefore be it

Resolved, That all thin cups be boxed at the expense of the firm.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No. 17

By L. U. No. 10 (Turners and Handlers), E. Liverpool. O.

Whereas, The turner has been compelled to increase the wages of his helper, known as the sponger, over one hundred per cent in the past two or three years, and it still is a very difficult matter to get the right kind of help at the present price paid, and the turner cannot afford to pay this helper a higher wage; therefore, be it

Resolved, That the firm pay the sponger a bonus of one dollar per day to improve the present unsatisfactory situation.

The committee recommended adoption.

The Convention concurred in the committee's recommendation.

#### RESOLUTION No. 36

By Local Union No. 31, (General Ware Mixed) E. Palestine, O.

Whereas, Some of the Handlers throughout the trade

have their handles cut by the handlemaker and also have a boy to box the cups, enabling them to make a larger day which is an injustice to the man who cuts his own handles and boxes his own cups; therefore be it

Resolved, That all Handlers cut their own handles and box their own cups; and be it further

Resolved, That any Handler disregarding this law shall be suspended and not allowed to work at the trade as long as he remains suspended.

The committee recommended adoption of the following substitute for Resolution No. 36:

Resolved, That all Handlers box their own cups; and be it further

Resolved, That any Handler disregarding this law shall be suspended and not allowed to work at the trade as long as he remains suspended.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No. 55

By Local Union No. 36, (Turners and Handlers), Trenton, N. J.

Whereas, The present ratio of apprentice handlers of one apprentice to one journeyman and two apprentices to four journeymen is not fair to the man in that branch; therefore, be it

Resolved, That after our present agreement the ratio of apprentices shall be one apprentice to five journeymen and five years shall constitute the term of apprenticeship, and be it further

Resolved, That no apprentice shall be started if there are journeymen out of employment.

The committee recommended adoption of the last resolve and the remainder of the resolution be stricken out.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

#### RESOLUTION No. 51

By Local Union No. 36, (Turners and Handlers), Trenton, N. J.

Whereas, The handlers having been handicapped in the past by the system of bonus given by the manufacturers, and

Whereas, The jiggerman's helpers receive a certain percentage on the jiggerman's earnings, which encourages them to put forth their best efforts; be it

Resolved, That handlers and their helpers be accorded the same treatment as jiggermen and their helpers.

The committee recommended the adoption of the following substitute for Resolution No. 51:

Resolved, That when Handlemakers are required to press handles, they shall receive same bonus as Jiggerman helpers.

On motion by T. M. Woods the Convention adopted the committee's recommendation.

#### RESOLUTION No. 21

By Local Union No. 12 (Jiggermen), East Liverpool, Ohio.

Resolved, That there be established a net price for jigging; the firm to pay all help and pay for dead work such as carrying-out, carrying clay and scraps and changing of all moulds.

The committee recommended adoption.

The Convention adopted the recommendation of the committee.

#### RESOLUTION No. 91

By Local Union No. 63, (Saggermakers), Trenton, N. J.

Whereas, There is much dissatisfaction among the sagger-makers regarding prices paid for saggars on the general ware list; therefore be it

Resolved, That the general ware saggermaking list be revised.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No. 96

By Local Union No. 80, (Mixed), Huntington, W. Va.

Whereas, It being a rule that the kilnmen pay half the expense of cleaning and delivering saggars to the front of the kiln; therefore be it

Resolved, That the saggars be cleaned and delivered to the front of the kiln at the expense of the firm.

#### RESOLUTION No. 130

By L. U. No. 99, (Generalware, Mixed), Clarksburg, W. Va.

Resolved, That all wads be delivered to kiln where men are working by firm.

#### RESOLUTION No. 132

By L. U. No. 99, (Generalware, Mixed), Clarksburg, W. Va.

Resolved, That all double banjos placed in middle of kiln in excess of five bung shall be paid for extra.

#### RESOLUTION No. 48

By Local Union No. 36, (Turners and Handlers), Trenton, N. J.

Whereas, We the Handlers of Local Union No. 36, feel it is an injustice to ask us to waste time learning helpers to make and finish handles which means a heavy loss of one-fifth of Handler's time for several weeks; therefore be it

Resolved, That the firm shall pay green help's wages for first four weeks and half said help's wages for next four weeks, and one-fourth help's wages for next four weeks; after said period handler shall take full responsibility.

#### RESOLUTION No. 49

By Local Union No. 36, (Turners and Handlers), Trenton, N. J.

Whereas, The present price of turning high-footed oyster bowls is insufficient to insure a fair day's wage for a fair day's work; therefore be it

Resolved, That one cent per dozen be added to the present price, the same to include all sizes, and roll edge be paid one and one-half cents over plain edge.

#### RESOLUTION No. 54

By Local Union No. 36, (Turners and Handlers), Trenton, N. J.

Whereas, We have had journeymen turners out of employment and we have had to submit to apprentices being started; therefore be it

Resolved, That we, the turners of Local Union No. 36, request that after our present agreement expires we shall

not be asked to teach any apprentice if there are journeymen turners out of employment; be it further

Resolved, That the ratio of apprentices shall be one to five journeymen and one-half of said apprentices allowance shall go to turner in shop for teaching him; term of apprenticeship to be five years.

The committee recommended the rejection of the foregoing resolutions from Resolution No. 96 to Resolution No. 54, inclusive.

Motion by T. M. Woods that the committee's recommendation be concurred in.

Motion carried.

#### RESOLUTION No. 56

By Local Union No. 36, (Turners and Handlers), Trenton, N. J.

Whereas, The coffee cup made at the Anchor Pottery Co., Trenton, N. J., and known as St. Denis coffee, is of unusual size and a mug handle is being stuck on said coffee cup; therefore be it

Resolved, That the mug handle price of 6c per dozen be asked for handling this cup.

#### RESOLUTION No. 57

By Local Union No. 36, (Turners and Handlers), Trenton, N. J.

Whereas, The cup known as the Jumbo coffee cup, made at the Anchor Pottery Co., Trenton, N. J., is of unusual size and weight and the handle is of a difficult design and it is impossible to secure a handle maker to press these handles, the handler himself is compelled to press the handles; also to place saucer on each cup to keep straight, two dozen being all that a board will hold; therefore be it

Resolved, That the price of handling be advanced from 8c per dozen to 10c per dozen.

The committee recommended that Resolutions Nos. 56 and 57 be referred back to Local Union No. 36.

On motion the recommendation of the committee was adopted.

#### RESOLUTION No. 58

By Local Union No. 36, (Turners and Handlers), Trenton, N. J.

Whereas, A tea and coffee cup is being made at the Anchor Pottery Co., Trenton, N. J., known as the Anchor St. Denis; and

Whereas, Said tea and coffee cup are of unusual size, the said tea cup compares with a coffee cup elsewhere, the said coffee cup is the largest cup made in Trenton and compares with a 36 bowl, the price now being paid of 3 $\frac{1}{4}$ c per dozen for coffee, and 2 $\frac{3}{4}$ c teas, for shaving up side is unfair; therefore be it

Resolved, That said price be advanced to 3 $\frac{1}{2}$  cents for coffees and 3 cents per dozen for teas shaved up the side and 4 cents for coffees and 3 $\frac{1}{2}$  cents per dozen for teas when turned complete.

#### RESOLUTION No. 74

By Local Union No. 51 (General Ware Mixed) Canonsburg, Pa.

Whereas, Cups and bowls are being sponged and topped on whirlers at a price less than turners receive for similar work, and,

Whereas, This class of work rightfully belongs to the turners; therefore be it

Resolved, That topping and sponging cups and bowls on whirlers be paid as follows:

Thin or fancy tea cups .....	.02 1/2 c	per dozen
Thin or fancy coffee cups .....	.03	per dozen
St. Denis cups .....	.02	per dozen
Thin or fancy bowls, 30s .....	.04 1/4	per dozen
Thin or fancy bowls, 36s .....	.03 3/4	per dozen

and, be it further

Resolved, That prices for jiggering the above named articles be raised to meet the increase paid the finishers.

#### RESOLUTION No. 75

By Local Union No. 51 (General Ware Mixed) Canonsburg, Pa.

Whereas, The price paid for making handles varies throughout the trade; therefore be it

Resolved, That a uniform price list for making handles be adopted.

#### RESOLUTION No. 95

By Local Union No. 80, (Mixed), Huntington, W. Va.

Whereas, We find that the system of finishing cups and bowls, by the whirler method, which is being done in some shops at the present time is an injustice to the turner as it steals from him his best work, and in some cases throws him out of work entirely; therefore be it

Resolved, That all potteries, using the whirler for finishing cups and bowls, shall discontinue the use of the same, and beginning January 1st, 1922, all cups and bowls shall be turned.

The committee recommended the rejection of Resolutions Nos. 58, 74, 75 and 95.

On motion by T. M. Woods the committee's recommendation was concurred in.

#### RESOLUTION No. 145

By L. U. No. 74 Generalware, Mixed), Carrollton, Ohio.

Whereas, There is no price established on bullion tea cups; therefore, be it

Resolved, That the price be made 10c per dozen.

The committee recommended that Resolution No. 145 be referred back to the Local Union presenting same.

The Convention concurred in the recommendation of the committee.

#### RESOLUTION No. 82

By Local Union No. 54, (Mixed), New Castle, Pa.

Whereas, That the appearance of a sagger machine being made a success, and as there is no price set either by the day or piece work; therefore be it

Resolved, That this Convention give the sagger machine its earnest consideration for future prices and working conditions.

#### RESOLUTION No. 33

By Local Union No. 31, (General Ware Mixed) E. Palestine, O.

Whereas, Some firms have compelled Cup Jiggermen to scrap cups with a hook scrapper; therefore be it



Resolved, That when a firm compels cup jiggermen to scrap cups with hook scrapper, said jiggerman shall receive one-fourth cent per dozen extra.

#### RESOLUTION No. 144

By L. U. No. 74, (Generalware, Mixed), Carrollton, Ohio.

Whereas, We feel the jiggering trade at present is overstocked with journeymen; therefore, be it

Resolved, That no more apprentice jiggermen be put on for two years.

#### RESOLUTION No. 146

By L. U. No. 74, (Generalware, Mixed), Carrollton, Ohio.

Whereas, We feel that plain ware is not paid for at present prices, as it has become the best ware; therefore, be it

Resolved, That the price of plain ware be advanced to festoon prices.

#### RESOLUTION No. 16

By Local Union No. 9, (Kilnmen), East Liverpool, Ohio.

Whereas, We feel that the present system of cubic measurement is wrong and that a day wage system for that work should be had; therefore be it

Resolved, That seven and one-half hours shall constitute a day's work for both tunnel and periodical kilns at the rate of one dollar twenty-five (\$1.25) per hour, and the bench boss one dollar and thirty-seven and one-half cents (\$1.37½) per hour; be it further

Resolved, That the rate for apprentices shall be as follows: First six months, sixty cents per hour (60c). Second six months, seventy-five cents per hour (75c). Second year, one dollar per hour (\$1.00). Third year, one dollar and twenty-five cents per hour (\$1.25). Be it further

Resolved, That we start work at 7 o'clock a. m. and quit at 9:30 a. m. for lunch, start at 10 o'clock a. m., work until 12 o'clock m., start again at 1 p. m. and quit at 4 o'clock p. m.; be it further

Resolved, That when required to work over-time the rate of pay shall be time and one-half. Sunday work and holidays shall be double pay.

The committee recommended the rejection of the foregoing resolutions from Resolution No. 82 to No. 16, inclusive.

The Convention adopted the committee's recommendation.

#### RESOLUTION No. 23

By Local Union No. 22 (Mouldmakers,), East Liverpool, Ohio.

Resolved, That mouldmakers be relieved of delivering and dumping plaster and the firm shall deliver and dump plaster in box between the hours of 4:30 p. m. and 6:30 a. m.

The committee recommended adoption.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No. 101

By Local Union No. 81, (Mouldmakers), Trenton, N. J.

Resolved, That the general and china ware price list for mouldmaking be taken up and revised, as there are a great many articles that are underpaid, especially in china.

The committee recommended rejection.

The Convention adopted the committee's recommendation.

## RESOLUTION No. 142

By Local Union No. 49 (Packers), Trenton, N. J.

Resolved, That general ware packing shall be paid the same as china packing.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

## RESOLUTION No. 26

By Local Union No. 25, (Packers), East Liverpool, Ohio.

Resolved, That all piece work packing be abolished, and all packers work eight hours per day with the same compensation as they are now receiving for nine hours.

The committee recommended adoption of Resolution No. 26 by striking out the words "with the same compensation as they are now receiving for nine hours."

The Convention concurred in the committee's recommendation.

## RESOLUTION No 27

By Local Union No. 29, (Dishmakers), East Liverpool, Ohio.

Whereas, All other crafts in the Pottery industry have within the past several years, secured various individual wage and price concessions, as well as labor-saving devices, which enable them to earn still more wages, and

Whereas, During this period of adjustment, the condition of the Dishmaker has remained relatively stationary; therefore be it

Resolved, That Dishmakers be granted an increase of 25 per cent on the basic list price, for all dishes and bakers.

The committee recommended rejection.

The recommendation of the committee was concurred in.

## RESOLUTION No. 28

By Local Union No. 29, (Dishmakers), East Liverpool, Ohio.

Whereas, Other crafts in the potteries receive their clay free when working by themselves; and,

Whereas, We feel it an injustice for us to be compelled to pay for like service; therefore, be it

Resolved, That Dishmakers be furnished clay free of charge when working without a helper.

The committee recommended rejection.

On motion by T. M. Woods the Convention concurred in the committee's recommendation.

## RESOLUTION No. 29

By Local Union No. 29, (Dishmakers), East Liverpool, Ohio.

Whereas, Other crafts are paid for time and labor expended in moving old and new moulds, while Dishmakers are compelled to do same without pay; therefore be it

Resolved, That Dishmakers be paid the prevailing wage for moving old and new moulds, including flagstones.

The committee recommended adoption.

The Convention adopted the committee's recommendation.

## RESOLUTION No. 31

By Local Union No. 29, (Dishmakers), East Liverpool, Ohio.

Whereas, The Resolution No. 84, passed at both convention and conference of 1919, has never been put in force; and,

Whereas, We believe that the present measuremeent is unfair; therefore, we recommend that said Resolution be enforced.

#### RESOLUTION No. 32

By Local Union No. 29, (Dishmakers), East Liverpool, Ohio.

Whereas, Dishmakers have from time to time been promised improved stove-rooms, and

Whereas, Only in a few instances has a fulfillment of this promise been attempted; therefore be it

Resolved, That manufacturers provide improved stove-rooms where convenient to do so.

#### RESOLUTION No. 35

By Local Union No. 31, (General Ware Mixed) E. Palestine, O.

Resolved, That at the expiration of the present agreement the Dishmakers receive the same compensation for changing moulds and putting in flags as Jiggermen receive for changing moulds.

The committee recommended the rejection of the above Resolutions Nos. 31, 32 and 35, and on motion the recommendation of the committee was concurred in.

#### RESOLUTION No. 103

By Local Union No. 86, (Warehousemen), East Liverpool, O.

Whereas, It has been the custom of some firms to start an apprentice warehouseman at either trucking or bringing ware and have kept said apprentice on the same class of work for all the time of his apprenticeship and not giving him the chance of fully learning the trade and in several cases have scrupled when he becomes a journeyman about paying him the journeyman's rate of wages. The manufacturers claiming that the man was not competent to do all classes of warehouse work; therefore be it

Resolved, That the apprentices be moved up and given the privilege to fully learn the trade; and be it further

Resolved, That apprentices shall not be kept longer than six months on any kind of work until they have learned the trade.

The committee recommended adoption.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

#### RESOLUTION No. 104

By Local Union No. 86, (Warehousemen), East Liverpool, O.

Resolved, That plants employing four or less warehousemen shall be entitled to one apprentice and plants employing more than four warehousemen, shall be entitled to one apprentice to every four journeymen, and that no apprentice shall be put on when there are competent journeymen loafing.

The committee recommended rejection.

The Convention concurred in the committee's recommendation.

#### RESOLUTION No. 110

By Local Union No. 86, (Warehousemen), East Liverpool, O.

Whereas, In various potteries when there has been a depression of trade, it has been the custom to lay off the last comers, and Local Union No. 86 considers that if a man is good

enough when there is plenty of work he should also be good enough to take his share of work when there is a depression of trade; therefore be it

Resolved, That at times of depression of trade that each and every man shall take his share of loafing.

The committee recommended rejection.

The recommendation of the committee was concurred in.

### RESOLUTION No. 111

By Local Union No. 86, (Warehousemen), East Liverpool, O.

Whereas, The present agreement in regards to first year apprentice warehousemen is unsatisfactory; therefore be it

Resolved, That the first year apprentice warehousemen's rate of wages shall not be governed by the rate of wages paid to unskilled labor, but a minimum rate fixed for same.

The committee recommended adoption.

The Convention concurred in the committee's recommendation.

### RESOLUTION No. 113

By Local Union No. 86, (Warehouesmen), East Liverpool, O.

Whereas, The International Labor Conference assembled at Washington went on record as endorsing an eight-hour day for all labor; therefore, be it

Resolved, That warehousemen demand an eight-hour day without any decrease in pay.

The committee recommended the adoption of Resolution No. 113 with the words "without any decrease in pay" stricken out.

On motion by T. M. Woods the Convention concurred in the committee's recommendation.

### RESOLUTION No. 122

By Local Union No. 95 (Decorating Kilnmen and Kiln Placers)  
East Liverpool, Ohio.

Whereas, Decorating Kiln Placing is the only trade in the pottery industry that has no apprenticeship ratio. This condition in our trade is undermining the very principles of union labor and should be altered at once; the work in a decorating kiln shed is not regular, but to the contrary runs by spurts. When work is slack the men are laid off and when the work gets flush apprentices are put on and the journeymen are ignored; therefore, be it

Resolved, That all apprentices shall work two years' apprenticeship as follows:

First six months . . . . . 33 ⅓ off

Second six months . . . . . 20 % off

First six months of second year .. 15 % off

Second six months of second year. 10 % off

After serving the above apprenticeship he becomes journeyman; and be it further

Resolved, That the difference between the apprentice wages and the journeyman's wages shall be divided in equal parts among the crew, the firemen to participate in this division of the apprentice wages only in cases where the fireman does an equal day's work with the crew, otherwise the fireman shall be excluded from any part of the apprentice money.

The committee recommended adoption.

On motion by T. M. Woods the resolution was adopted.

### RESOLUTION No. 123

By Local Union No. 95 (Decorating Kilnmen and Kiln Placers)  
• East Liverpool, Ohio.

Whereas, The Decorating Kilnmen feel that a new form of evil is appearing in the trade in the form of one kiln fireman having charge of more than one kilnshed; if this work is allowed to continue it is very hard to determine how far this will go; and,

Whereas, In comparison allow us to refer to the big kilnshed in reference to the Bench Bosses; suppose they were allowed to have charge of two or three crews or two or three different kilnsheds, what would be the results, or would the trade allow such thing to occur? We think not; therefore, be it

Resolved, That no Decorating Kiln Fireman shall be permitted nor allowed to have charge of more than one distinct kilnshed, nor more than one battery of kilns where the firm has more than one set of kilns or more than one kilnshed that each job shall have one fireman to each crew.

The committee recommended adoption.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

### RESOLUTION No. 83

By Local Union No. 54, (Mixed), New Castle, Pa.

Resolved, That a committee be appointed at the Convention to draw up a uniform price list for decorators, decalcomania, liners and printers, the same to be appointed within thirty days from date of convention, and report within sixty days from date of appointment. Price list to be based on prices paid in Trenton, N. J.; and be it further

Resolved, That an apprentice system be established based on the following: One apprentice to every five journeymen, for a period of three years; and be it further

Resolved, That a day wage system be established for decorating trade and work on rolls.

### RESOLUTION No. 115

By Local Union No. 91, (Decorators), Trenton, N. J.

Resolved, That burnishers fix their day wage at **sixty** (60) cents an hour.



## RESOLUTION No. 120

By Local Union No. 91, (Decorators), Trenton, N. J.

Resolved, That the day work rule for gilders and liners shall be 89 cents per hour, and that all piece work prices shall be rated or re-adjusted at the above scale per hour.

## RESOLUTION No. 119

By Local Union No. 91, (Decorators), Trenton, N. J.

Resolved, That all liners' and printers' apprentices shall serve four years' apprenticeship at the following rate:

First year .....	33 1-3 % off
Second year .....	25 % off
Third year .....	15 % off

Fourth and last year 10 %, and the last year that he or she be given all different classes of work of the trade.

## RESOLUTION No. 118

By Local Union No. 91, (Decorators), Trenton, N. J.

Resolved, That the hours of the decorating trade shall be eight (8) hours per day and four (4) hours on Saturday, constituting a 44-hour week.

The committee recommended the rejection of the foregoing resolutions from number 83 to 118, inclusive.

On motion by T. M. Woods the recommendation of the committee was adopted.

## RESOLUTION No. 135

Resolved, That an apprentice and day-wage scale be adopted for Liners and Gilders as follows: All apprentices must serve three (3) years before becoming a journeyman and be paid the following scale:

First six months .....	\$1.50 per day
Second six months .....	\$2.00 per day
Second year .....	\$2.75 per day
Third year .....	\$3.75 per day

Journeyman day wage 65 cents per hour, plus all increases or percentages. Eight hours shall constitute a day's work for both day and piece worker.

The committee recommended the adoption of the following substitute for Resolution No. 135:

Resolved, That an apprentice and day wage scale be adopted for Liners, Gilders and Printers. All apprentices must serve three (3) years before becoming journeymen. Eight hours shall constitute a day's work for both day and piece workers.

The committee's recommendation was concurred in.

## RESOLUTION No. 136

By Local Union No. 110 (Gilders), East Liverpool, Ohio.

Resolved, That all shortage and matching be done by the apprentices and that only one apprentice be allowed to every eight (8) journeymen or fraction thereof.

The committee recommended adoption.

The Convention adopted the committee's recommendation.

## RESOLUTION No. 137

By Local Union No. 110 (Gilders), East Liverpool, Ohio.

Whereas, We, the Gilders and Liners, feel that a great injustice is being forced upon us by being compelled to stilt all or part of the ware; therefore, be it

Resolved, That Liners and Gilders eliminate all stilting and spurring. In cases where ware has to be stilted a price of 1 cent per dozen to be added for stilting or spurring.

The committee recommended adoption.

On motion by T. M. Woods the committee's recommendation was concurred in.

## RESOLUTION No. 138

By Local Union No. 110 (Gilders), East Liverpool, Ohio.

Resolved, That all ware be dusted before being gilded, the dusting to be done at the expense of the firm.

## RESOLUTION No. 139

By Local Union No. 110 (Gilders), East Liverpool, Ohio.

Resolved, That piece workers who stop to do day work be paid a price set according to the average of his or her last full six weeks' earnings.

The committee recommended that Resolutions Nos. 138 and 139 be referred back to L. U. No. 110.

The Convention concurred in the committee's recommendation.

## RESOLUTION No. 140

By L. U. No. 110, (Gilders), East Liverpool, Ohio.

Resolved, That a uniform scale be adopted as follows; (Bright gold treatment.)

Gold edge lines on plain shape, 1-16 or less, 2c.

Gold band on plain shape less than 1-8, 3c.

Gold band on plain shape less than 1-8 to 3-16, 4c.

Gold band over edge shape, 1-8, 4c.

Gold band over edge shape, 3-16, 5c.

Scallop edge lines scheme, 1-16 or less, 2c.

Scallop edge lines regular, 1-16 or less, 3c.

Scallop fine line regular, 3c.

Broken lines, 3 to 4 breaks, 3c.

Each stroke on scheme handle to be counted as one line.

Burnish Gold Treatment:

Burnish band less 1-8 on top, 5c.

Burnish band to measure 1-8 on top, 6c.

Burnish band from 5-32 to 3-16 on top, 7c.

Burnish band over edge 1-8, 7c.

Burnish band over edge 5-32 to 3-16, 8c.

Burnish gold edge or fine lines, 3c.

Color Treatment:

Color lines on plain shape, 1-16 or less, 4c.

Broken lines on plain shape, 3 to 4 breaks, 5c.

Bands less than 1-8, 6c.

Bands, 1-8, 8c.

Bands, 5-32 to 3-16, 12c.

Bands, 1-4, 14c.

All handles to be paid for.

The committee recommended adoption of the following substitute for Resolution No. 140:

Whereas, The Decorators, Gilders and Liners of porcelain and china feel that a uniform scale is necessary; therefore, be it

Resolved, That a committee from the U. S. P. A. and the Decorators of the East and West be appointed to form a uniform scale based on good workmanship.

The Convention adopted the committee's recommendation.

#### RESOLUTION No. 7

By Local Union No. 4 (Pressers), East Liverpool, Ohio

Resolved, That where there is no standard of hours and wages that the N. B. of O. P. at the next convention adopt eight hours as the standard.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No. 8

By Local Union No. 6 (General Ware, Mixed), Wheeling, W. Va.

Whereas, The potter's trade has no hours set for a day's work, and as all other trades have an eight-hour day, and as it would benefit the trade and also the health of the potter, therefore be it

Resolved, That eight hours shall constitute a day's work and that the trade shall have a vote on it as soon as it can be arranged after the convention.

The committee recommended adoption.

The Convention concurred in the recommendation of the committee.

#### RESOLUTION No. 13

By Local Union No. 9, (Kilnmen), East Liverpool, O.

Whereas, The Labor Shortage Committee was created as a result of the late war and as there is no labor shortage at the present time; therefore, be it

Resolved, That the Labor Shortage Committee be abolished, and that the Local Union concerned have full jurisdiction of putting apprentices on the bench.

The committee recommended rejection.

On motion by T. M. Woods the recommendation of the committee was concurred in.

#### RESOLUTION No. 10

By Local Union No. 6 (General Ware, Mixed), Wheeling, W. Va.

Whereas, The potters lose so much time in the winter and cannot count on any time off in the summer; be it

Resolved, That a vacation period be set for not less than two weeks in July or August.

The committee recommended rejection.

The Convention adopted the committee's recommendation.

## RESOLUTION No. 19

By Local Union No. 10 (Turners and Handlers) E. Liverpool, O.

Resolved, That Saturday afternoon be declared a legal holiday in all potteries connected with the N. B. of O. P.; and be it further

Resolved, That the manufacturers be requested to pay their workmen at noon; and be it further

Resolved, That all work done on Saturday afternoon be paid for at time and a quarter.

The committee recommended adoption.

The committee's recommendation was adopted.

## RESOLUTION No. 108

By Local Union No. 86, (Warehousemen), East Liverpool, O.

Whereas, There are some branches of the pottery trade that work every day with the exception of Sunday and have no chance for recreation only on Sunday; therefore be it

Resolved, That the potteries close at 12 o'clock noon on Saturdays, and that all branches of the trade that are paid day wage shall receive a full day's wage for same.

## RESOLUTION No. 24

By Local Union No. 22 (Mouldmakers), East Liverpool, Ohio.

Whereas, There is great dissatisfaction among different branches of the trade in not being represented on the Western Standing Committee; therefore be it

Resolved, That the Western Standing Committee consist of seven (7) members and that only one (1) from each local union be entitled to election.

## RESOLUTION No. 50

By Local Union No. 36, (Turners and Handlers), Trenton, N. J.

Whereas, The universal demand of today is for better workmanship, more care and more time to be expended in the production of articles, and

Whereas, This is a financial loss to anyone working under the piece-work system; therefore be it

Resolved, That we, the general ware members of the N. B. of O. P., ask for a further 25 per cent advance to meet this demand.

## RESOLUTION No. 34

By Local Union No. 31, (General Ware Mixed) E. Palestine, O.

Whereas, There is no provision made for the Sticker-Up who is thrown out of work on account of the firm discontinuing work that is stuck-up; therefore be it

Resolved, That a journeyman sticker-up be entitled to any job in the Clay Shop without working an apprenticeship.

## RESOLUTION No. 52

By Local Union No. 36, (Turners and Handlers), Trenton, N. J.

Whereas, We find our present method of deciding what rate of pay per hour our members of different branches of the trade shall receive when having to work day wage, and as it is the custom of the manufacturers at our conferences to state an average of earnings per hour for the past year of each branch of the trade; be it

Resolved, That in future these average wages shall govern each branch of the trade when necessary to work day wage.

The committee recommended the rejection of Resolutions Nos. 108, 24, 50, 34 and 52.

Motion by T. M. Woods that the recommendation of the committee be concurred in.

Motion carried.

## RESOLUTION No. 53

By Local Union No. 36, (Turners and Handlers), Trenton, N. J.

Whereas, There are problems in the china branch of the trade that are not considered in the semi-porcelain conference, and

Whereas, The China workers feel dissatisfied on that account; therefore be it

Resolved, That in the future arrangements be made for a conference of china workers and china manufacturers immediately following each semi-porcelain conference.

The committee recommended adoption.

The Convention concurred in the committee's recommendation.

## RESOLUTION No. 71

By Local Union No. 51 (General Ware Mixed) Canonsburg, Pa.

Whereas, Considerable time is lost by the clay workers in taking away their scraps and carrying clay; therefore, be it

Resolved, That firms deliver the clay to the benches and take away the scraps.

## RESOLUTION No. 98

By Local Union No. 80, (Mixed), Huntington, W. Va.

Resolved, That the firm furnish sufficient sponges free of cost to all clay workers.

## RESOLUTION No. 133

By L. U. No. 99, (Generalware, Mixed), Clarksburg, W. Va.

Resolved, That after three consecutive days' idleness through no fault of their own, members shall be entitled to discharge papers upon application, without working further notice.

The committee recommended the rejection of the three foregoing Resolutions Nos. 71, 98 and 133 and on motion by T. M. Woods the Convention adopted the committee's recommendation.



## RESOLUTION No. 102

By Local Union No. 81, (Mouldmakers), Trenton, N. J.

Resolved, That a day work price be established for making moulds in general ware and specialty shops, and where it is impractical for moulds to be made piece work, the said rate to be the prevailing blocking and casing rate.

The recommended that Resolution No. 102 be referred back to L. U. No. 81.

The Convention concurred in the recommendation of the committee.

## RESOLUTION No. 121

By Local Union No. 91, (Decorators), Trenton, N. J.

Resolved, That all printed back stamping be paid for at the rate of three (3) cents per dozen.

The committee recommended that Resolution No. 121 be referred back to Local Union presenting same.

On motion by T. M. Woods the committee's recommendation was adopted.

## RESOLUTION No. 116

By Local Union No. 91, (Decorators), Trenton, N. J.

Resolved, That the girls employed in the decalcomania department feel justified in asking 60 cents an hour day wage; and, be it further.

Resolved, that apprentices shall serve one year and a half at the following rate:

First six months .....	15% off
Second six months .....	10% off
Third six months .....	5% off

The committee recommended the adoption of the following substitute for Resolution No. 116:

Resolved, That an apprentice and day wage scale be adopted for Decal and Burnishers to be taken up at a meeting of the U. S. P. A. and Decorators.

On motion by T. M. Woods the committee's recommendation was concurred in.

## RESOLUTION No. 76

By Local Union No. 53, (Finishers), East Liverpool, Ohio

Whereas, There has been much dissatisfaction with the jiggermen as to who should hire, pay and discharge the finishers—and, very often the finisher feels the injustice done when the jiggerman makes a change or leaves for some other "port," as his successor is privileged to bring his own finisher, if he so desires, thereby throwing one finisher out of employment without any just cause whatsoever; therefore, be it

Resolved, That on and after October 1st, 1921, all finishers, male and female, regardless of their relationship, shall be hired, paid and discharged by the firm, and be it further

Resolved, That the uniform wage scale now being paid to finishers shall still prevail, the same prices to be paid on all ware with the exception of 5, 6, 7 and 8 inch plain, welt edge, half-thick, and hotel coupe soups and, be it further

Resolved, That the above excepted articles shall be paid for according to the following prices:

Per Hundred Dozen.

5 and 6 inch plain, regular weight, coupe soups.....\$1.10

7 and 8 inch plain, regular weight, coupe soups .....\$1.23

5 and 6 inch welt, half-thick and also hotel coupe soups..\$1.15

7 and 8 inch welt, half-thick and also hotel coupe soups..\$1.28

The above prices to take effect on and after October 1st, 1921, and be it further

Resolved, That all finishing ware now being made and not listed and any and all new ware made, and, be it further

Resolved, That finishing prices shall be settled by the firm, the finishers, the Executive Board and the Western Standing Committee, and any finisher concerned shall reserve the right to be present at that meeting of the Western Standing Committee or Executive Board, and be it further

Resolved, That a complete price list shall be made up and printed each and every year, and, further, that a set day's work be established on all finishing jobs, either on piece work or on day wage basis (day wage jobs to be such where there is only one or no boys employed), and, be it further

Resolved, That wages paid on day work shall be large enough to give a finisher an honest wage for time spent as well as giving the firm an honest amount of work for the money paid, and, be it further

Resolved, That Local Union No. 53 shall have a representative at the Conference from their one craft of trade.

The committee recommended adoption of the following substitute for Resolution No. 76:

Whereas, There has been much dissatisfaction with the Jiggerman as to who shall hire, pay and discharge the Finisher and very often the Finisher feels the injustice done when the Jiggerman makes a change or leaves for some other port, as his successor is privileged to bring his own Finisher if he so desires, thereby throwing one Finisher out of employment without any just cause whatsoever; therefore, be it

Resolved, That on and after October 1, 1921, all Finishers, male and female, regardless of relationship, shall be hired, paid and discharged by the firm; and be it further

Resolved, That the uniform wage scale now being paid to Finishers shall still prevail.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

#### RESOLUTION No. 87

By Local Union No. 59, (Kilnmen, Dippers, Saggermakers and Kilndrawers), Sebring, Ohio

Be It Resolved, That the boss dipper be paid one dollar per day, to be paid by the firm; and, be it further

Resolved, That no one dipper shall run three crews.

The committee recommended the adoption of the following substitute for Resolution No. 87:

Resolved, That the boss dipper be paid 50c and plusages by the firm for running shop and no boss dipper shall have charge of more than one crew.

The committee's recommendation was adopted.

## REPORT OF COMMITTEE ON FINANCE

### RESOLUTION No. 129

By Local Union No. 98 (Mixed), Grafton, W. Va.

Whereas, The china workers west of the Alleghenies have experienced considerable difficulty in getting answers to communications sent to the present china headquarters in Trenton, which has caused much delay and trouble in getting the information desired; therefore, be it

Resolved, That a headquarters for the benefit of china workers west of the Alleghenies be established at N. B. of O. P. headquarters.

The committee recommended rejection.

Motion by G. A. Harrison that we concur in the recommendation of the committee.

Motion carried.

### RESOLUTION No. 161

By Local Union No. 35, (Kilnmen), Trenton, N. J.

Whereas, The Brotherhood members employed at the Anchor Pottery were subjected to hardships uncontrollable by both National Officers and Brotherhood members; therefore, be it

Resolved, That the Brotherhood members employed at the Anchor Pottery Co. receive six weeks benefits from the Unemployment Fund.

We, your Finance Committee, after careful consideration find no reason why we should change our former recommendation of rejection; therefore, the committee recommends the rejection of Resolution No. 161.

Motion by G. A. Harrison that the recommendation of the committee be concurred in.

Motion carried.

Motion by T. B. Dennis that we take a recess of fifteen minutes so that the Law Committee may go into session.

Delegate R. A. McDevitt asked for the privilege of introducing a resolution on the Advisory Board question. There being no objections the following resolution was presented and on motion by Enoch Faulkner it was adopted as read:

### RESOLUTION No. 166

By Delegates from Local Unions Nos. 22, 36, 45, 81, 87, 96, 97 and 112.

Whereas, The development of the pottery industry, the taking in of new locals, etc., involves ever-increasing and complex problems; this situation makes it next to impossible for our Executive Officers to get valuable information and advice that is necessary for the successful solution of many difficulties; therefore, be it

Resolved, That this 31st Annual Convention instruct the National Executive Board to formulate and put into effect a plan that will have for its purpose the institution of an advisory board, the duties, limitations, pay, etc., of said board to be determined by the National Executive Board.

In connection with the above we recommend that members of the advisory board be elected and that said advisory board be a part of all joint conference committees.

The motion to recess for fifteen minutes was put and carried.

### REPORT OF COMMITTEE ON LAW

The committee recommended the adoption of a substitute for all resolutions dealing with the unemployment question. The substitute resolution was read by T. B. Dennis.

Resolution No. 165 by Delegates of L. U. No. 35 was presented and by vote of the Convention it was accepted and referred to the Finance Committee.

The hour of adjournment having arrived the Convention adjourned until 2:30 p. m.. with the recommendation of the Law Committee on the unemployment proposition pending before the Convention.

# Friday, July Fifteenth

## AFTERNOON SESSION

The Convention was called to order at 2:30 with President Menge in the chair.

The minutes of the previous session were read and approved.

The first business to come before the Convention was the recommendation of the Committee on Law, which was pending before the Convention at the close of the morning session. The substitute for all resolutions dealing with the unemployment question in the convention was taken up section by section and after several amendments had been offered and adopted by the Convention upon motion by T. B. Dennis the following was adopted as a whole:

### SUBSTITUTE FOR ALL RESOLUTIONS DEALING WITH THE UNEMPLOYMENT QUESTION IN THE CONVENTION

Section 1. That an additional one-half of one per cent of the earnings of each member shall be collected each pay day and forwarded to the National Secretary-Treasurer at the end of each month for the purpose of establishing an Unemployment Fund, and the Secretary-Treasurer is empowered to pay unemployment benefits from the funds in hand, and said funds shall be reimbursed for whatever amount so used from the receipts of the one-half of per cent collected for the purpose of creating the Unemployment Fund.

Section 2. Any member of the Brotherhood who, through no fault of his own, has been unemployed for three or more consecutive calendar weeks, shall receive benefits of \$10 per week beginning with the fourth week of unemployment, and shall be entitled to thirteen weeks' benefits, either consecutive or intermittent, during any one calendar year; and in order to requalify such member must be employed at his trade for a period of three months.

Section 3. Any member who gives up his position in violation of our laws or the agreement, or loses his position through his own fault, shall not be entitled to unemployment benefits.

Section 4. Any member who is entitled to unemployment benefits as provided in Section 2 shall not upon re-employment receive benefits for any calendar week or fractional part of week in which he is employed, but will be restored to benefits for each succeeding calendar week of unemployment not exceeding thirteen weeks in a calendar year.

Section 5. Members shall not receive unemployment benefits who are doing work of any kind wherein they receive compensation for such work.

Section 6. The last calendar week in June and the first



calendar week in July, the last calendar week in December and the first calendar week in January, are excluded in the time of benefits. Such holiday weeks shall not count towards the time necessary to qualify for unemployment benefits, neither will benefits be paid for these weeks to those who have been receiving benefits previous to these holiday weeks.

Section 7. Any member out of employment who refuses to accept work when in the judgment of the Executive Board the circumstances warrant his accepting such employment, shall not be entitled to unemployment benefits.

Section 8. All cases of unemployment shall be reported to the local union by the shop committee, stating the cause of such unemployment and the number of members affected; and all claims for unemployment benefits shall be certified to under the seal of the local union by the president, recording secretary and financial secretary of the local union of which the unemployed are members. All local unions East of the Allegheny Mountains shall forward their claims to the First Vice President, and all local unions West of the Allegheny Mountains shall forward their claims to the National Secretary-Treasurer.

Section 9. When the National Secretary-Treasurer or First Vice President receives a claim for unemployment benefits certified to by the proper officials of the local union as to cause of unemployment, names of persons affected and length of time unemployed, they shall, if satisfied that all requirements have been complied with, issue a check in the name of the treasurer of the local union for the total amount to which they may be entitled, and the local union shall appoint an unemployment committee to disburse said benefits. Each beneficiary shall be required to sign the unemployment roll as a receipt for the amount received, and the receipted roll shall then be returned to the National Secretary-Treasurer or First Vice President.

Section 10. New members and reinstated members are required to be in the organization and actively engaged at the trade not less than six months before they are eligible to qualify for unemployment benefits as provided in Section 2.

Section 11. Should any member holding a withdrawal card or honorary membership card for a period of six months or more, return to the trade he shall deposit such card with the local union under whose jurisdiction he is working, and be a member and actively engaged at the trade for a period of six months before he is eligible to qualify for unemployment benefits, as provided in Section 2.

Section 12. Any member who accepts whatever work is allotted to him during the six months period shall be considered as actively engaged at the trade, and shall qualify for unemployment benefits at the end of six months, provided he has worked at least three months during the six months period.

Section 13. Any member retiring from the trade or accepting other work or engages in business is required by the constitution to either take out honorary membership or be granted a withdrawal card by the local union, and the failure of such member to take out honorary membership, or failure of the local union to issue a withdrawal card, in compliance with the requirements of the constitution, will not operate to the advantage of such member, who has been out of the trade for six months, as to entitle him to unemployment benefits after that period.

Section 14. Any unattached member applying for unemployment benefits must furnish the local with full particulars as to the last place of employment and the reason why he lost his position, and if after full investigation the local union decides that said member is entitled to unemployment benefits, the case with full particulars shall then be submitted to the Executive Board for final ruling.

Section 15. The responsibility of proof of members being entitled to unemployment benefits rests on the local union, and any illegal payment of benefits will be charged to the local union certifying for such members. Therefore, where any doubt exists as to a member's right to unemployment benefits the local union is advised to refer such cases, with full particulars, to the Executive Board for final ruling.

Section 16. Any member drawing unemployment benefits shall not be privileged to leave the jurisdiction of the local union under which he has been employed and continue to draw benefits, except by consent of the Executive Board.

Section 17. Any unemployed member who leaves the jurisdiction of the local union under which he has been employed and thereby contributes to his continued state of unemployment, by the fact that he is not in a position to participate in his share of the work that the firm may be providing for other employees, will not be entitled to unemployment benefits for the period during which there is an opportunity of partial employment for the other employees of the firm where such member holds a position.

Section 19. There shall be appointed a relief committee composed of five members, East and West, to review and approve all claims for unemployment benefits. The Eastern committee shall be appointed by the First Vice President and the Western committee shall be appointed by the President. The services of such committees shall be gratis.

It is understood that those who are at present out of employment on account of the shut-down of plants for the Fourth of July shall not be entitled to unemployment benefits for the last week in June and the first week in July, but that those who were entitled to benefits prior to May 30, 1921, and are still on the unemployment list shall be paid for the weeks mentioned.

Motion by J. Frank Hull that the members of Local Union No. 45 be given a rising vote of thanks for their great work on the unemployment benefit proposition.

Motion carried.

## REPORT OF COMMITTEE ON LAW

### RESOLUTION No. 155

By Local Union No. 45, (Sanitary, Pressers), Trenton N. J.

Whereas, The additional one-half of one per cent being paid into the Defense Fund for unemployed purposes is inadequate to meet the financial obligations for the time being; therefore be it

Resolved, That the amount be raised to two (2) per cent as a temporary means of meeting this added financial burden.

## RESOLUTION No. 153

By Delegates William Wilson and C. Miller of L. U. No. 26.

Whereas, We, the members of L. U. No. 26 are at loss to understand why the present rules governing our unemployment fund require a calendar week to qualify a member to receive benefits; and,

Whereas, We believe the intent was to pay all members who had been out of work for a period of two weeks, whether by the calendar week or for twelve consecutive working days; therefore, be it

Resolved, That any member being out of work for twelve (12) consecutive working days shall be eligible to receive such benefits. ..

## RESOLUTION No. 151

By Local Union No. 4, (Pressers), East Liverpool, Ohio.

Whereas, There has been some dissatisfaction caused by unemployed members being deprived of unemployment benefits because they had performed a part of a day's work at the beginning of a loaf period; therefore, be it

Resolved, That when a member works a part of a day's work at the beginning of a loaf period who would otherwise be entitled to unemployment benefits, he shall have the amount earned deducted from his first benefit check, said earning to be determined and certified to by the shop committee where said number was employed.

## RESOLUTION No. 152

By L. U. No. 73, (Sanitary, Mixed), Cameron, W. Va.

Whereas, The National Secretary-Treasurer or Executive Board has ruled that a member out of work for two or more consecutive weeks must count such out-of-work period from Monday of any given week in order to draw benefits; and,

Whereas, This in some cases works to a disadvantage in that sometimes a member must be out of work for seventeen working days before he is entitled to benefits; therefore, be it

Resolved, That the Unemployment Fund proposition be amended to read that unemployment period shall date from any working day in any given week of such unemployment.

## RESOLUTION No. 107

By Local Union No. 86, (Warehousemen), East Liverpool, O.

Whereas, It is unfair, unjust and un-American that a person who works should contribute to the support of any able-bodied person in idleness and against the policy of our forefathers and founders of this republic. Captain John Smith, who laid down the rule that "he who did not work should not eat;" therefore, be it

Resolved, That the assessment of one-half of one per cent for the benefit of the unemployed be rescinded.

## RESOLUTION No. 80

By Local Union No. 54, (Mixed), New Castle, Pa.

Whereas, That in view of the fact that the unemploy-

ment fund was not expected to be perfect and any change or modification of the same, be made at the Convention; therefore be it

Resolved, That no unemployment benefits be paid until twenty-one (21) days after the plant is shut down. This will take in the Fourth of July loaf and Christmas and will also take care of any break downs in the plant on machinery, etc., occurring which would really not be termed a shut down.

#### RESOLUTION No. 1

By Local Union No. 4 (General Ware Pressers) E. Liverpool, O.

Resolved, That an unemployment fund shall be established by the National Brotherhood of Operative Potters.

Section 1. That the funds necessary for the establishment and maintenance of an unemployment insurance, shall be derived from a per capita tax of 10c per month from each member in good standing in each local. Such tax shall be placed in a separate fund and shall be used in the payment of unemployment claims as hereinafter provided.

Section 2. New members joining the N. B. of O. P. and suspended members paying a re-instatement fee, or members who have been disqualified for violating the rules of the N. B. of O. P., shall be in continuous good standing for six months, to receive benefits.

Section 3. Any member of the Brotherhood who, through no fault of his own, or in violation of our laws, has been unemployed for two or more consecutive weeks, shall receive benefits of \$10.00 per week, beginning with the second week of unemployment.

Section 4. All cases of unemployment shall be reported to the local union by the shop committee, stating cause of said unemployment, and number of members affected. And all claims for unemployment benefits shall be certified to under the seal of the local union, by the president and financial secretary of the local union, of which the unemployed are members, and forwarded to the National Secretary-Treasurer.

Section 5. Any member out of employment who refuses to accept work that he is able to do in a fair shop when in the judgment of the Executive Board the circumstances warrant him accepting such employment shall not be entitled to benefits.

Section 6. Any member who gives up his employment in the pottery, or loses his position from any cause, and accepts work, either permanently or temporarily, at some other trade or calling not under the jurisdiction of the N. B. of O. P. shall not be entitled to benefits.

Section 7. Any member holding a withdrawal card and deposits said card in the local union shall be employed for one month after depositing same before he is entitled to benefits.

Section 8. Any member who has been in the organization six months or longer, and is in arrears, but has not been suspended by his local at the time of his unemployment shall pay up his indebtedness and be in good standing for one month before he is entitled to benefits.

Section 9. The vacation which occurs each year in the pottery industry, in July and Christmas holidays, shall not be entitled to benefits under this plan, unless the unemployment



continues beyond the month of July and the first week of January.

Section 10. When the National Secretary-Treasurer receives a claim for unemployment benefits certified by the proper officers of the local union as to cause of unemployment, number of members affected and length of time unemployed, he shall, if satisfied that all the laws have been complied with, issue a check in the name of the Treasurer of the local union for the total amount to which they may be entitled, and the local shall employ an unemployment committee to disburse said benefits, having each beneficiary sign the unemployment roll as receipt for amount received and return said roll to National Secretary-Treasurer.

The committee recommended the rejection of the foregoing resolutions from No. 155 to No. 1, inclusive.

Motion by Geo. Chadwick that we concur in the recommendation of the committee.

Motion carried.

### RESOLUTION No. 68

By Local Union No. 51 (General Ware Mixed) Canonsburg, Pa.

Whereas, The ever-increasing desire of organized labor has been to gain for its members an eight-hour work day, and,

Whereas, The members of some of our crafts are hindering its adoption by beginning their work as early as 5 in the morning, and in some instances working till late at night; therefore, be it

Resolved, That all crafts working under the jurisdiction of the N. B. of O. P. perform their labor between 7 a. m. and 5 p. m.; and, be it further

Resolved, That any member performing labor or working at his trade before or after the above named time without first obtaining permission to do so from the Local of which he is a member, shall be subject to a fine equivalent to the amount of work done by him that day.

The committee recommended adoption by striking out the word "craft" in the first resolve and inserting the words "members in general ware branches."

On motion by Geo. Chadwick the committee's recommendation was concurred in.

### RECOMMENDATION OF LAW COMMITTEE

(Amendment to Section 30 of National Constitution, representation to the A. F. of L.)

The National Brotherhood of Operative Potters shall send its full representation to the A. F. of L. convention. The National President and First Vice President, by virtue of their office, shall be two of the delegates, and the third delegate shall be elected by a referendum vote of the trade.

The delegate to be elected shall be selected alternately one year from the East and the next year from the West.

Motion by Geo. Chadwick that the recommendation of the committee be concurred in.

Motion carried.



**REPORT OF FINANCE COMMITTEE****RESOLUTION No. 165**

By the Delegates from L. U. No. 35.

Whereas, The men who were employed at the Anchor Pottery were forced out of work for a period of six weeks thru no fault of their own; therefore, be it

Resolved, That an appropriation of \$30.00 be given each member working there from the N. B. of O. P. and their claims for two weeks from the Unemployment Fund be filed.

The committee recommended that the resolution be returned to the Convention and taken up as a committee of the whole.

Motion by G. A. Harrison that we concur in the committee's recommendation.

Motion carried.

The Convention then resolved itself into a committee of the whole to take up Resolution No. 165.

**REPORT OF THE COMMITTEE OF THE WHOLE**

The committee recommended the rejection of Resolution No. 165.

Motion by T. M. Woods that we concur in the recommendation of the committee.

Motion carried.

**REPORT OF FINANCE COMMITTEE**

The committee recommended the payment of the following bills for mileage, etc.:

President Edward Menge .....	\$ 88.14
First Vice President F. H. Hutchins.....	48.27
Second Vice President George Chadwick..	224.79
Third Vice President Louis Driber .....	173.27
Fourth Vice President S. M. Moore .....	185.77
Fifth Vice President Geo. H. Cartlidge..	173.27
Sixth Vice President T. M. Woods .....	226.56
Seventh Vice President John McGillivray	221.19
Secretary-Treasurer John T. Wood .....	90.33
Herald Manager Will T. Blake .....	66.90
L. U.	
No.	
4 Clarence Barker .....	16.85
Dan Morgan .....	16.85
Homer Owen .....	16.85
5 Leonard Clewlow .....	58.93
Wm. C. Titzer .....	58.93
6 William Bishop .....	22.50
George Bowman .....	22.50
7 James Bell .....	34.15
Thomas Moss .....	34.15
9 J. P. Campbell .....	16.85
Geo. A. Dawson .....	16.85
A. V. Gilbert .....	16.85
Charles Gilbert .....	16.85
George Layne .....	16.85
James Noah .....	16.85

10	Thomas Clapperton .....	16.85
	James Gilgallon .....	16.85
	Sam Scarrett .....	16.85
11	George Yeager .....	11.40
12	Josh Chadwick .....	16.85
	G. A. Harrison .....	16.85
	Bart Seevers .....	16.85
	Edward Shingler .....	16.85
16	L. E. March .....	16.85
	David Turner .....	16.85
17	John Morehead .....	16.85
18	P. J. McKeone .....	16.85
20	Ralph E. Copeland .....	16.85
	Harry Gouker .....	16.85
22	Edward E. Walker .....	16.85
24	Joseph Ault .....	16.85
	Jos. Baddely .....	16.85
25	Hamlet Bourne .....	16.85
	Byron Foutts .....	16.85
26	C. Miller .....	56.83
	Wm. Wilson .....	56.83
28	George Clark .....	22.10
29	Homer Shenton .....	16.85
30	Victor Kleeschulte .....	23.97
31	Enoch Faulkner .....	21.05
	Loran Lipp .....	21.05
	Pat Reidy .....	21.05
35	Thomas Herlihy .....	6.27
	Alfred Bennison .....	6.27
	Geo. Marriott .....	6.27
	Thomas O'Brian .....	6.27
36	Clarence Kenworthy .....	6.27
37	William Kurtz .....	6.27
40	Thomas Coley .....	6.27
	Alex. Young .....	6.27
41	Joseph Bradley .....	6.27
44	L. M. Eells .....	23.50
	Larry Maley .....	23.50
	J. H. Ward .....	23.50
	E. Weizinecker .....	23.50
45	James Bailey .....	6.27
	John Brennen .....	6.27
	T. B. Dennis .....	6.27
	William Elder .....	6.27
	H. W. Hassall .....	6.27
	James Longmuir .....	6.27
	R. A. McDevitt .....	6.27
	Clarence Pope .....	6.27
	A. T. C. Potts .....	6.27
	John Remele .....	6.27
46	Wm. A. Reineke .....	22.50
47	John J. Brady .....	6.27
49	Thomas Sweeney .....	6.27
50	James A. Kane .....	3.89
51	M. H. Edgell .....	16.85
	John Dixon .....	16.85
52	William F. Knobel .....	19.35
	R. G. Walker .....	19.35

53	Dorothy Koenig .....	16.85
	Brady Allen .....	16.85
54	Henry Dupuy .....	20.71
	Luther Gilbert .....	20.71
	Andy Masters .....	20.71
57	Samuel Garner .....	22.60
59	Leslie Hawk .....	23.50
	Wm. Williamson .....	23.50
53	Harry Stroble .....	23.50
	Robert Walker .....	23.50
63	Thomas G. Harney .....	6.27
66	C. L. Dean .....	30.49
72	Fred A. Heeger .....	58.93
73	A. W. Pieper .....	23.55
74	Dave Hemming .....	21.00
	Earl Johnson .....	21.00
75	Charles Smith .....	24.35
76	A. J. Burt .....	36.80
	Dennis O'Brian .....	36.80
78	George Smith .....	38.00
80	Joseph Tart .....	44.69
81	Harry Shaw .....	6.27
86	Joseph Hester .....	16.85
	Jacob Smurthwaite .....	16.85
87	James Peterson .....	6.33
91	Wm. H. Barker .....	6.27
	Carrie Maple .....	6.27
	James A. Simpson .....	6.27
94	Mary Barcus .....	16.85
	Rose Bowers .....	16.85
95	J. Frank Hull .....	16.85
96	Hugh Church .....	9.75
	Nels P. Hanson .....	9.75
97	John Brindley .....	56.04
	J. Vern Johnston .....	56.04
98	John Cunningham .....	28.07
103	John Brunt .....	47.88
108	Chester Brunt .....	24.37
110	Thurman Cunningham .....	16.85
	Robert Deitz .....	16.85
	Ben Laughlin .....	16.85
112	John McLaughlin .....	16.85
	Health Inspector Wm. Mushet .....	43.27
	H. H. Young, hall rent .....	141.00
	Wm. Young, janitor services, ice, etc. ..	16.05
	R. J. Walker, amended mileage bill ....	2.00

Total .....\$3,934.78

Motion by G. A. Harrison that the report of the committee be received and the bills paid.

Motion carried.

### NOMINATION FOR CONVENTION CITY

According to an understanding reached before nominations were opened, a city for holding the 1922 Convention must receive 25 votes to back up the nomination. Atlantic City received 54 votes and Buffalo, N. Y., received 40 votes.

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The city for holding the 1922 Convention will be selected by referendum vote at the primary election in the month of March, 1922.

### INSTALLATION OF OFFICERS

The newly-elected officers were installed by Bro. Thomas Moss, delegate from L. U. No. 7, Tiffin, Ohio, and a former member of the Executive Board.

There being no further business to come before the Convention, on motion by T. B. Dennis the Thirty-first Annual Convention of the N. B. of O. P. was adjourned.

JOHN T. WOOD,  
National Secretary-Treasurer.

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